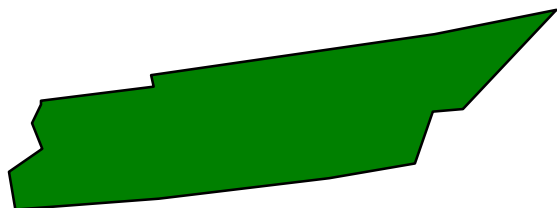
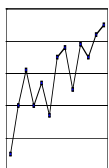


Statistical Report for the State of Tennessee



Electronic District Report



Prepared by:

Data and Decision Analysis, Inc.
February 2003

State of Tennessee District Report

Description of the Longitudinal Database

The data presented in this report are the result of extensive processing of employment, certification, enrollment and assignment files from the State of Tennessee Department of Education into a longitudinal database of workforce dynamics. As such, there are several decisions that must be made about the data that may result in information that is not directly comparable to the cross-section, annual data files provided to Data and Decision Analysis, Inc.

The longitudinal database is created by individual person, not by position. This means that each educator is identified by a single district and a single position. First, an educator's primary position is identified according to where they devote the majority of their time. The educator's home district is then determined based upon the district in which they spend the most time *in their primary position*. Since educators that split their time between districts will not appear in both districts, the district workforce counts may be less than expected. For a more complete explanation of the procedure used, please refer to Appendix A of this report. Appendix B details the processing procedure used for the higher education data. A list of positions as defined in this report is provided in Appendix C.

In addition, every attempt has been made to resolve differences in key demographic data over time. The longitudinal database has been created to identify educators by a single race, sex and year of birth. This has been done by assigning the highest frequency found for each demographic characteristic. Again, while this produces consistency longitudinally, it may yield slightly different data than the cross sectional (annual) data.

Special Notes Regarding the 1996-97 Data:

During the processing of the 1996-97 data files, Data and Decision Analysis, Inc (DaDA) found anomalies in the employment data as well as the school enrollment data. The employment data reported a number of educators marked as "Inactive" in the distribution file who were actually active educators in the Preliminary data files. In order to properly identify consistently active educators for 1996-97, it was necessary to review the 1995-96 file as well as the 1997-98 file and look for educators who consistently gained experience over the three year period. These people were then changed by DaDA to "Active" status and added to the pool of employed educators.

The Preliminary school data file for 1996-97 also was found to be problematic and was discarded and replaced with a spreadsheet of data provided to DaDA by Tennessee. The new enrollment data provided by the State of Tennessee for 1996-97 seems inconsistent with previous years and warrants further investigation by the State. Therefore, significant jumps in the 1996-97 enrollment numbers at the individual district level should be viewed with caution.

Special Notes Regarding the 1997-98 Data:

Two key files containing information on the class assignments and details of each school district, referred to as the "Preliminary" files, were lost during an attempted transition to a new data collection methodology. In order to ensure a reasonably consistent data series for this report and for all other derivatives of these data it was necessary to employ the 1998-99 and 1996-97 preliminary files with the base 1997-98 employment files. This processing is detailed in Appendix A. It was possible to reconstruct a value for the percent of Special Education enrollments, but there was no information available to construct the percent of minority enrollments for 1997-98. In this report, the missing data is noted in the report as "na", or not available.

In addition, there has been a consolidation of two districts, Chattanooga and Hamilton County. The districts merged into a single Hamilton County between 1996-97 and 1997-98. This report has merged the two districts into a single district and presents the information as if the districts had always been a single combined district.

Special Notes Regarding the 1999-2000 Data:

Problems persist with the “Preliminary” data files for 1999-2000 and 2000-01. The files contain “job share” positions which impacted the formatting of the files transferred to Data and Decision Analysis, Inc. The result was that more than 400 records were unreadable in the 1999-2000 file making it impossible to determine the exact assignments for those educators. By using the 1998-99 file along with the 2000-2001 file it was possible to correctly assign educators who did not change positions or districts.

State of Tennessee District Report

Description of the Report

The Tennessee District Report consists of four pages for each district containing descriptive indicators, workforce counts, enrollments, percentage distributions, data quality measures and State comparative data. Graphs are used to highlight key data relationships. The following describes each data item used in the report:

The First Page of the Report

Supply and Demand Graphs

The first two graphs plot the change in total educators with the change in total enrollments for the district and comparatively for the State. These data series are often used as supply and demand indicators and allow a quick look at how the two are moving relative to one another. Typically, the State graph in the upper right would illustrate relatively smooth enrollments, increasing slightly over time. For this report, the years 1998-99 and 2000-01 show a slight dip in enrollments which puts a bit of an S-curve into the graph. Changes in hiring are reflected by the increases and decreases seen in the educator numbers. Any divergence in these two series indicates a potential imbalance if not corrected. Ideally the two series would move in the same direction and magnitude over time. As can be seen in the graph, the total educators has begun to tail off slightly reflecting the changes in enrollments.

Descriptive Indicators

For each set of district indicators, there are State indicators for comparison purposes:

Student to Educator Ratio is the total number of educators divided by the total district enrollment.

Student to Teacher Ratio is the total number of teachers divided by the total enrollments.

Change in Educators and Enrollments are the headcount increases or decreases from the previous year.

% Change in Educators and Enrollments are changes in headcounts relative to last years total headcount.

Workforce

% Part-Time are the educators in the district who's FTE is less than 1.0 divided by the total educators.

% Administrative Staff and the *% Professional Staff* show that part of the workforce engaged in non-classroom position relative to total educators.

% Minority, *% Minority in Administration* and the *% Female in Administration* are calculated from the headcounts on the third page of each district report.

The Teachers Descriptive Indicators

Average Age is the average age of teacher where the age is known.

Average Experience is the average teaching experience as reported in the annual census of teachers.

Average Salary is the average salary for full-time teachers (where FTE=1.0).

% Minority Teachers, *% Female Teachers* and *% Special Education Teachers* are calculated from the counts on the second and third pages of each district.

Enrollments

The final part of the Descriptive Indicators section contains enrollment data calculated from the Tennessee Department of Education School file for 1995-96, 1996-97 and 1998-99. The preliminary school file was not available for 1997-98 so the percent of minority enrollment calculation was not possible. The percent of special education was calculated from a worksheet provided to DaDA by Tennessee.

% Minority is the number of non-white students enrolled as a percentage of the total enrollment

% of Special Education is the number of special education students as a percentage of the total enrollment.

Dynamics of the Workforce

The Dynamics of the Workforce data examines the pieces of the pipeline for human resources flow into, out of, and between school districts.

Total Workforce includes all educators employed in the district as defined earlier in this report.

Retained Educators are individuals who were employed in the same district in the year before and remain in the current year.

Newly Hired educators are those individuals hired to replace exiting educators or fill new positions. The Newly Hired educators are composed of three groups:

- *Transfers In* are educators who were employed in a different Tennessee district in the previous year and are employed in the district being reported in the current year.
- *Reentrants* are educators who were not employed in the previous year in any Tennessee district, and are employed in the district being reported in the current year with experience greater than one (1).
- *First Time Educators* are individuals who appear for the first time in the district being reported with no prior experience (experience=0).

Total Exiting Next Year include educators who leave public education in Tennessee for at least one year, or who transfer to other districts.

- *Transfers Out* are educators who leave the district being reported in the next year, but who appear in another Tennessee public school district.
- Those who *Leave Tennessee Education* are educators who do not appear in any Tennessee public school district in the following year.

Dynamics Rates

District Attrition is calculated by dividing the *Total Exiting Next Year* by the *Total Workforce* in the current year.

This is the actual attrition rate experienced by the district. However, as shown in the section above, part of this attrition is explained by educators moving to other districts. Therefore, when State data on attrition rates are presented, they are actually calculated by dividing those *Leaving Tennessee Education* by the *Total Workforce*.

The ratio of *Transfers In/Out* quantifies the district-to-district movement in term of the district being reported. If the number of *Transfers In* is equal to the number of *Transfers Out* then the ratio is equal to one (1). A number greater than one indicates that the district is a net importer of experienced educators while a number less than one indicates a net exporter of experienced educators. A possible measure of attractiveness is indicated if the district is a net importer of experienced educators over time. A ratio that is consistently less than one over time indicates that the district is a net supplier of experienced educators to other Tennessee school districts.

The Second Page of the Report

Profile by Position

The profile by position section of the report includes head counts and percentages for Administrators, Professional Staff and the detailed components of Teachers. Please remember that educators are assigned to a single position based upon their primary position. Refer to *the Description of the Longitudinal Database* at the beginning of this report as well as the Appendices for more information about the process used to assign educators.

Total Enrollments

Total Enrollments and percentages are provided by grade grouping for the district.

Indicator Graphs

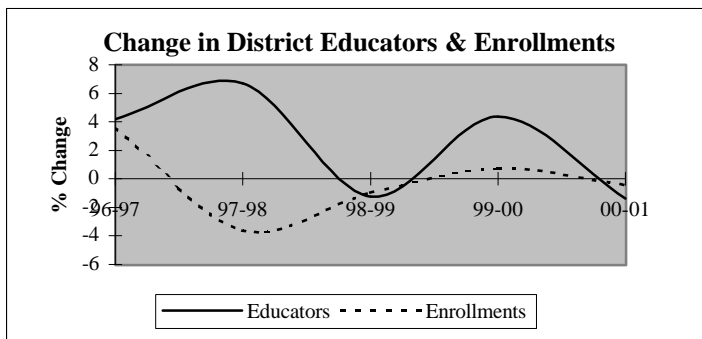
Student Teacher Ratio includes data from the first page of the report showing the district and State ratios.

Enrollment by Grade Group shows an area chart of enrollments for grade groups 1 through grade 12.

State Attrition Distribution and District Rate graphs shows the frequency distribution of all the district's attrition rates (the dashed line). The solid line is the district attrition rate for the current district. As the graph shows, most districts are clustered around the average district attrition rate of 8.0%.

District Transfers In/Transfers Out shows the ratio from the previous page. Again, a solid line consistently over one (the dashed line) indicates that the district is a net importer of experienced educators.

District Report for: ANDERSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.7	13.3	13.3	12.9	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	15.5	15.7	15.2	15.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	21	35	-7	24	-8	-	-	-	-	-
% Change in Educators	4.2%	6.7%	-1.3%	4.4%	-1.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	269	-277	-73	53	-32	-	-	-	-	-
% Change in Enrollment:	3.6%	-3.6%	-1.0%	0.7%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.7%	1.4%	0.5%	0.7%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	3.9%	4.0%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.5%	10.4%	11.1%	10.6%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.6%	1.1%	1.1%	1.3%	1.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	39.1%	36.4%	27.3%	36.0%	29.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.2	41.6	42.4	43.1	42.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	12.8	13.0	13.4	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	32,686	31,455	34,187	36,584	35,691	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.7%	1.3%	1.1%	1.3%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.7%	75.7%	76.0%	74.6%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.4%	14.5%	13.7%	13.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.0%	na	2.1%	2.3%	2.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	1.1%	0.5%	1.3%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

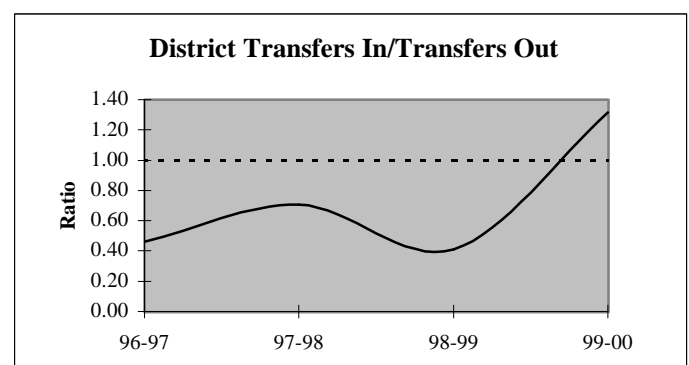
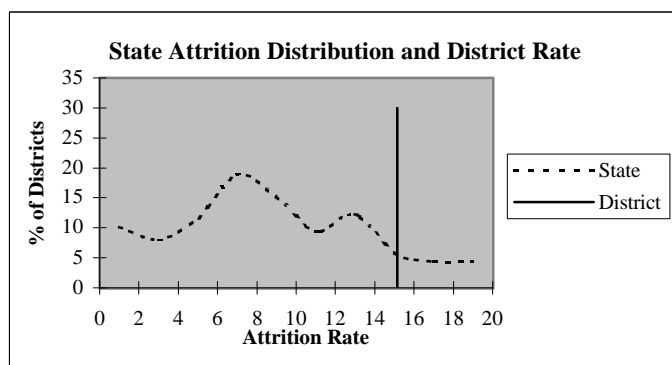
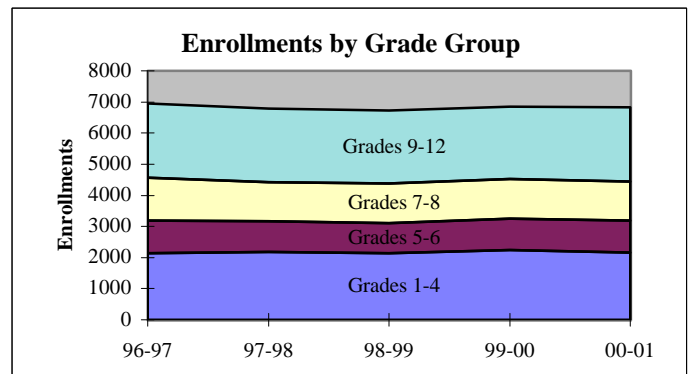
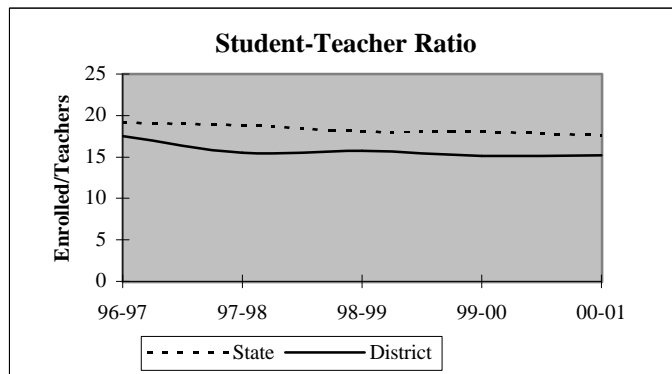
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	522	557	550	574	566	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	457	451	481	510	487	87.5%	81.0%	87.5%	88.9%	86.0%
Newly Hired	65	106	69	64	79	12.5%	19.0%	12.5%	11.1%	14.0%
Transfers In	6	12	7	25	11	9.2%	11.3%	10.1%	39.1%	13.9%
Reentrants	44	36	17	19	29	67.7%	34.0%	24.6%	29.7%	36.7%
First Time Educators	15	58	45	20	39	23.1%	54.7%	65.2%	31.3%	49.4%
Total Exiting Next Year	71	76	40	87	-	13.6%	13.6%	7.3%	15.2%	-
Transfers Out	13	17	17	19	-	18.3%	22.4%	42.5%	21.8%	-
Leave Tennessee Educ.	58	59	23	68	-	81.7%	77.6%	57.5%	78.2%	-

Dynamics Rates	District Rates				
District Attrition	13.6%	13.6%	7.3%	15.2%	-
Transfers In/Out	0.46	0.71	0.41	1.32	-

District Report for: ANDERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	522	557	550	574	566	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	22	22	25	24	4.4%	3.9%	4.0%	4.4%	4.2%
Professional Staff	60	58	61	61	57	11.5%	10.4%	11.1%	10.6%	10.1%
Total Teachers	439	477	467	488	485	84.1%	85.6%	84.9%	85.0%	85.7%
Special Education	59	69	64	67	68	13.4%	14.5%	13.7%	13.7%	14.0%
Pre-K & Kindergarten	34	34	38	40	37	7.7%	7.1%	8.1%	8.2%	7.6%
Elementary (1-4)	144	167	159	162	161	32.8%	35.0%	34.0%	33.2%	33.2%
Middle School (5-6)	39	39	35	39	42	8.9%	8.2%	7.5%	8.0%	8.7%
Jr. High (7-8)	49	48	53	54	53	11.2%	10.1%	11.3%	11.1%	10.9%
High School (9-12)	114	120	118	126	124	26.0%	25.2%	25.3%	25.8%	25.6%
Business	2	1	2	2	2	1.8%	0.8%	1.7%	1.6%	1.6%
Language Arts	18	19	18	18	18	15.8%	15.8%	15.3%	14.3%	14.5%
Social Studies	13	14	13	14	14	11.4%	11.7%	11.0%	11.1%	11.3%
Foreign Language	5	5	6	7	6	4.4%	4.2%	5.1%	5.6%	4.8%
Mathematics	11	13	9	14	12	9.6%	10.8%	7.6%	11.1%	9.7%
Science	14	12	9	13	13	12.3%	10.0%	7.6%	10.3%	10.5%
Vocational Education	31	35	32	37	33	27.2%	29.2%	27.1%	29.4%	26.6%
Other High School	20	21	29	21	26	17.5%	17.5%	24.6%	16.7%	21.0%

Total Enrollments	7,691	7,414	7,341	7,394	7,362	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	615	545	507	453	464	8.0%	7.4%	6.9%	6.1%	6.3%
Grades 1-4	2,148	2,170	2,140	2,234	2,153	27.9%	29.3%	29.2%	30.2%	29.2%
Grades 5-6	1,038	991	964	1,022	1,029	13.5%	13.4%	13.1%	13.8%	14.0%
Grades 7-8	1,373	1,260	1,276	1,276	1,262	17.9%	17.0%	17.4%	17.3%	17.1%
Grades 9-12	2,399	2,367	2,349	2,316	2,377	31.2%	31.9%	32.0%	31.3%	32.3%
Ungraded	118	81	105	93	77	1.5%	1.1%	1.4%	1.3%	1.0%



District Report for: ANDERSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	23	22	22	25	24	4.6%	4.1%	4.2%	4.6%	4.5%
White - Females	9	8	6	9	7	39.1%	36.4%	27.3%	36.0%	29.2%
White - Males	14	14	16	16	17	60.9%	63.6%	72.7%	64.0%	70.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	59	57	59	59	55	11.7%	10.7%	11.3%	10.8%	10.3%
White - Females	47	47	49	51	48	79.7%	82.5%	83.1%	86.4%	87.3%
White - Males	12	10	9	7	6	20.3%	17.5%	15.3%	11.9%	10.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	1.7%	1.7%	1.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	421	456	442	460	456	83.7%	85.2%	84.5%	84.6%	85.2%
White - Females	318	348	340	348	348	75.5%	76.3%	76.9%	75.7%	76.3%
White - Males	100	102	97	106	101	23.8%	22.4%	21.9%	23.0%	22.1%
Black - Females	1	3	4	4	3	0.2%	0.7%	0.9%	0.9%	0.7%
Black - Males	1	2	1	1	1	0.2%	0.4%	0.2%	0.2%	0.2%
Other - Females	1	1	0	1	2	0.2%	0.2%	0.0%	0.2%	0.4%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	17	12	8	9	1.5%	4.0%	3.0%	2.0%	2.3%
25-29	54	66	58	49	42	13.5%	15.6%	14.4%	12.1%	10.8%
30-34	38	37	34	45	60	9.5%	8.7%	8.5%	11.1%	15.4%
35-39	42	40	41	38	36	10.5%	9.4%	10.2%	9.4%	9.3%
40-45	77	74	55	51	46	19.2%	17.5%	13.7%	12.6%	11.8%
45-49	94	87	87	89	77	23.4%	20.5%	21.6%	21.9%	19.8%
50-54	54	70	82	85	80	13.5%	16.5%	20.4%	20.9%	20.6%
55+	36	33	33	41	39	9.0%	7.8%	8.2%	10.1%	10.0%
Average Age	42.2	41.6	42.4	43.1	42.6					

Experience Distribution

Teachers by Experience

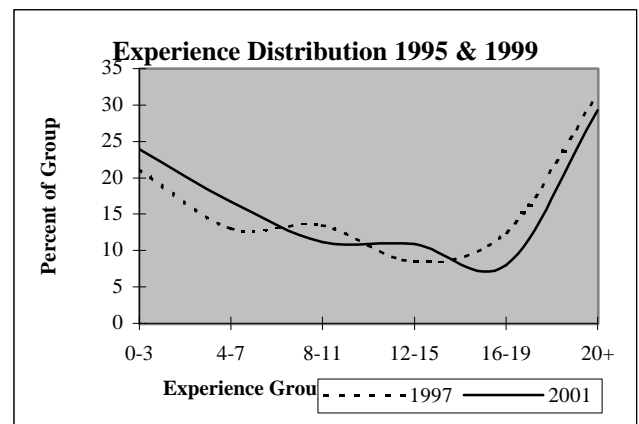
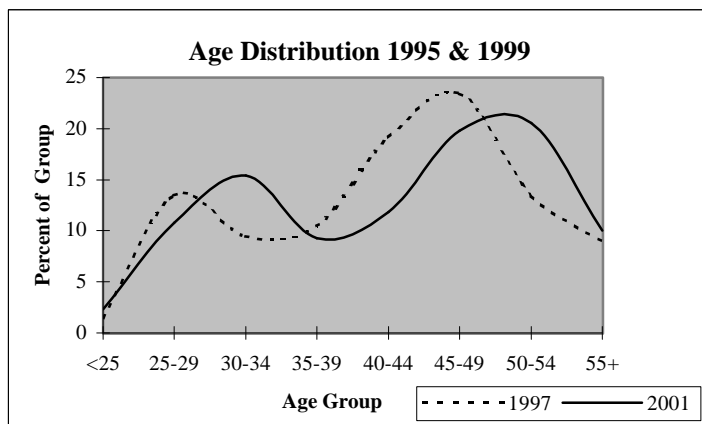
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	93	110	109	106	116	21.2%	23.1%	23.3%	21.7%	23.9%
4-7 Years	57	78	72	80	81	13.0%	16.4%	15.4%	16.4%	16.7%
8-11 Years	59	50	51	57	54	13.4%	10.5%	10.9%	11.7%	11.1%
12-15 Years	37	43	49	45	53	8.4%	9.0%	10.5%	9.2%	10.9%
16-19 Years	55	46	34	41	39	12.5%	9.6%	7.3%	8.4%	8.0%
20+ Years	138	150	152	159	142	31.4%	31.4%	32.5%	32.6%	29.3%
Average Experience	13.5	12.8	13.0	13.4	12.8					

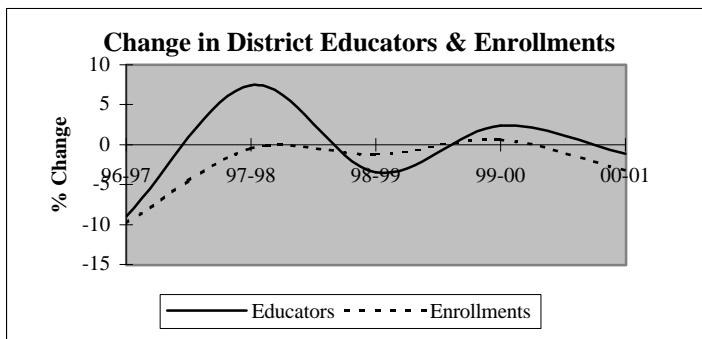
District Report for: ANDERSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	71	76	40	87	-	13.6%	13.6%	7.3%	15.2%	-
Attrition from Transfers	13	17	17	19	-	2.5%	3.1%	3.1%	3.3%	-
Attrition from Exits	58	59	23	68	-	11.1%	10.6%	4.2%	11.8%	-
Teacher Attrition	59	68	38	76	-	13.4%	14.3%	8.1%	15.6%	-
Attrition from Transfers	11	17	16	17	-	2.5%	3.6%	3.4%	3.5%	-
Attrition from Exits	48	51	22	59	-	10.9%	10.7%	4.7%	12.1%	-
District Retention										
Educator Retention	451	481	510	487	-	86.4%	86.4%	92.7%	84.8%	-
Teacher Retention	380	409	429	412	-	86.6%	85.7%	91.9%	84.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	52.9%	20.4%	26.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	71.8%	8.1%	20.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.3%	3.2%	13.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	84.5%	3.9%	11.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	85.4%	4.2%	10.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.2%	2.3%	10.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.9%	10.4%	12.4%	14.3%	14.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.4%	5.1%	6.4%	6.6%	6.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.5%	1.1%	1.5%	1.6%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.0%	81.9%	86.5%	91.3%	85.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.4%	0.2%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.5%	16.9%	11.6%	7.0%	12.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	11.9	11.0	11.3	11.1	10.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.3	14.1	14.3	14.0	13.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	6	-3	2	-1	-	-	-	-	-
% Change in Educators	-9.0%	7.4%	-3.4%	2.4%	-1.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-105	-5	-12	6	-31	-	-	-	-	-
% Change in Enrollment:	-9.8%	-0.5%	-1.3%	0.6%	-3.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	3.7%	3.4%	3.6%	2.3%	2.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	4.6%	4.8%	4.7%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	17.3%	17.2%	16.7%	16.3%	16.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	75.0%	75.0%	50.0%	75.0%	75.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.7	44.9	45.9	45.7	45.9	43.3	43.5	43.6	43.7	43.9
Average Experience	15.1	15.4	16.7	16.6	16.3	13.8	13.7	13.7	13.4	13.3
Average Salary	36,538	36,290	38,011	40,707	39,695	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	92.1%	91.2%	90.9%	92.6%	91.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.5%	10.3%	10.6%	10.3%	10.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.3%	na	5.3%	5.3%	5.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	0.9%	1.2%	0.4%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

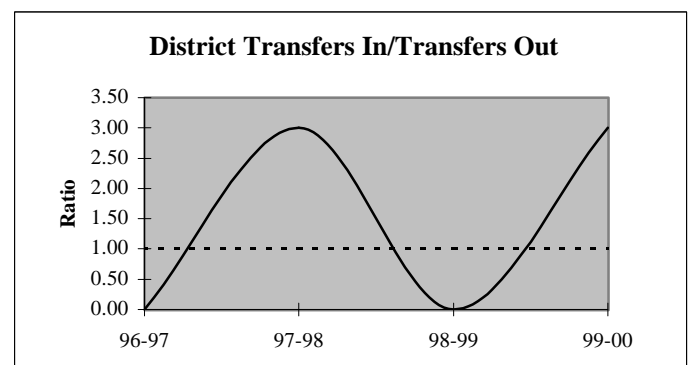
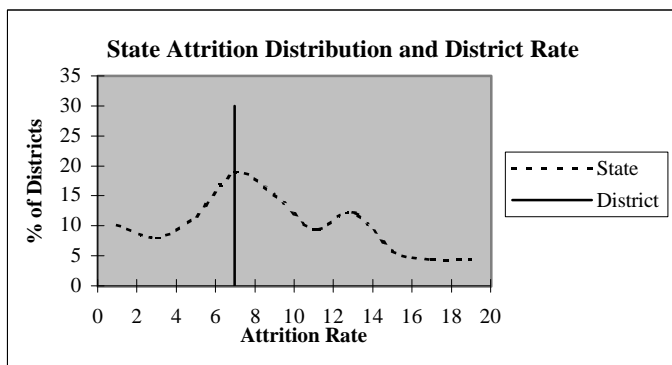
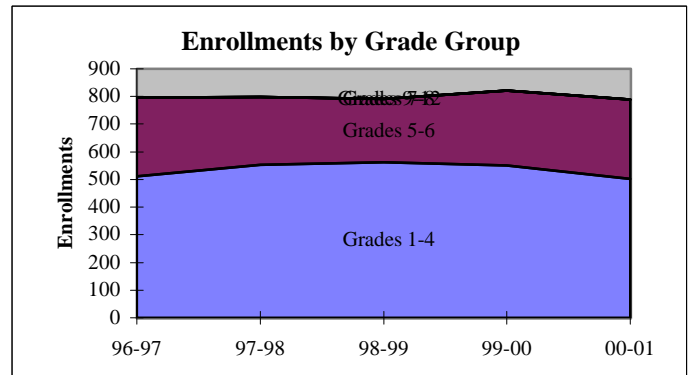
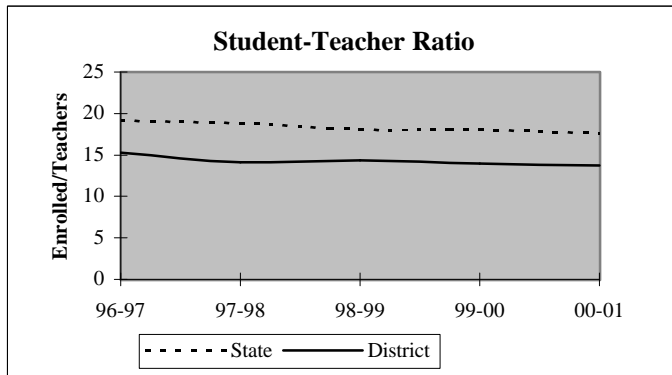
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	81	87	84	86	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	79	81	82	80	80	97.5%	93.1%	97.6%	93.0%	94.1%
Newly Hired	2	6	2	6	5	2.5%	6.9%	2.4%	7.0%	5.9%
Transfers In	0	3	0	3	3	0.0%	50.0%	0.0%	50.0%	60.0%
Reentrants	2	2	2	2	1	100.0%	33.3%	100.0%	33.3%	20.0%
First Time Educators	0	1	0	1	1	0.0%	16.7%	0.0%	16.7%	20.0%
Total Exiting Next Year	0	5	4	6	-	0.0%	5.7%	4.8%	7.0%	-
Transfers Out	0	1	1	1	-	0.0%	20.0%	25.0%	16.7%	-
Leave Tennessee Educ.	0	4	3	5	-	0.0%	80.0%	75.0%	83.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	0.0%	5.7%	4.8%	7.0%	-
Transfers In/Out	nc	3.00	0.00	3.00	-

District Report for: CLINTON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	81	87	84	86	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.9%	4.6%	4.8%	4.7%	4.7%
Professional Staff	14	15	14	14	14	17.3%	17.2%	16.7%	16.3%	16.5%
Total Teachers	63	68	66	68	67	77.8%	78.2%	78.6%	79.1%	78.8%
Special Education	6	7	7	7	7	9.5%	10.3%	10.6%	10.3%	10.4%
Pre-K & Kindergarten	7	7	7	7	7	11.1%	10.3%	10.6%	10.3%	10.4%
Elementary (1-4)	37	40	39	38	37	58.7%	58.8%	59.1%	55.9%	55.2%
Middle School (5-6)	12	13	12	15	15	19.0%	19.1%	18.2%	22.1%	22.4%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	1	1	1	1	1	1.6%	1.5%	1.5%	1.5%	1.5%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	963	958	946	952	921	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	164	150	151	126	133	17.0%	15.7%	16.0%	13.2%	14.4%
Grades 1-4	511	552	563	550	503	53.1%	57.6%	59.5%	57.8%	54.6%
Grades 5-6	284	247	229	272	285	29.5%	25.8%	24.2%	28.6%	30.9%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	4	9	3	4	0	0.4%	0.9%	0.3%	0.4%	0.0%



District Report for: CLINTON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	4	4	4	5.1%	4.7%	4.9%	4.8%	4.8%
White - Females	3	3	2	3	3	75.0%	75.0%	50.0%	75.0%	75.0%
White - Males	1	1	2	1	1	25.0%	25.0%	50.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	15	14	14	14	17.7%	17.6%	17.1%	16.7%	16.9%
White - Females	12	13	12	12	12	85.7%	86.7%	85.7%	85.7%	85.7%
White - Males	2	2	2	2	2	14.3%	13.3%	14.3%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	61	66	64	66	65	77.2%	77.6%	78.0%	78.6%	78.3%
White - Females	57	61	59	62	60	93.4%	92.4%	92.2%	93.9%	92.3%
White - Males	4	5	5	4	5	6.6%	7.6%	7.8%	6.1%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	0	1	1	1.7%	1.6%	0.0%	1.5%	1.6%
25-29	6	8	5	6	5	10.0%	12.5%	7.9%	9.2%	8.2%
30-34	2	1	4	5	5	3.3%	1.6%	6.3%	7.7%	8.2%
35-39	5	6	5	4	5	8.3%	9.4%	7.9%	6.2%	8.2%
40-45	9	7	7	6	6	15.0%	10.9%	11.1%	9.2%	9.8%
45-49	15	16	17	14	10	25.0%	25.0%	27.0%	21.5%	16.4%
50-54	18	17	17	19	16	30.0%	26.6%	27.0%	29.2%	26.2%
55+	4	8	8	10	13	6.7%	12.5%	12.7%	15.4%	21.3%
Average Age	44.7	44.9	45.9	45.7	45.9					

Experience Distribution

Teachers by Experience

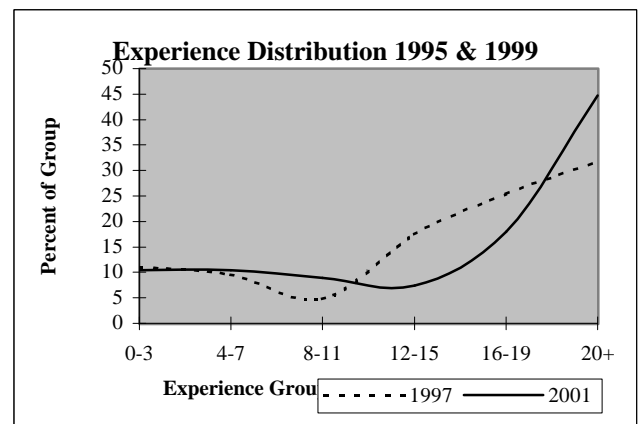
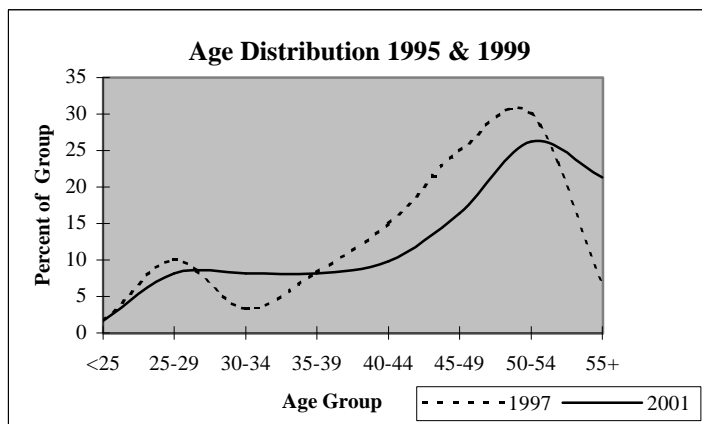
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	6	5	5	7	11.1%	8.8%	7.6%	7.4%	10.4%
4-7 Years	6	10	6	7	7	9.5%	14.7%	9.1%	10.3%	10.4%
8-11 Years	3	2	3	6	6	4.8%	2.9%	4.5%	8.8%	9.0%
12-15 Years	11	14	13	8	5	17.5%	20.6%	19.7%	11.8%	7.5%
16-19 Years	16	14	11	11	12	25.4%	20.6%	16.7%	16.2%	17.9%
20+ Years	20	22	28	31	30	31.7%	32.4%	42.4%	45.6%	44.8%
Average Experience	15.1	15.4	16.7	16.6	16.3					

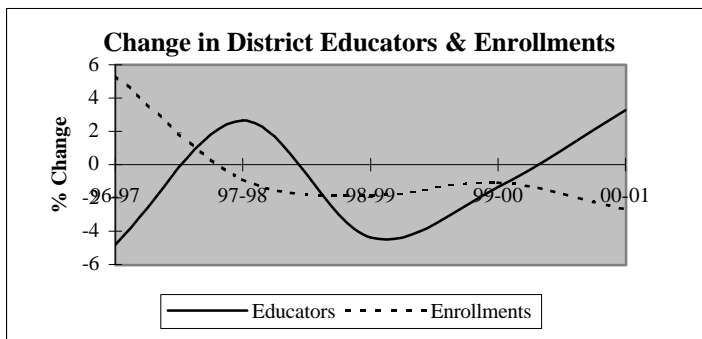
District Report for: CLINTON

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	0	5	4	6	-	0.0%	5.7%	4.8%	7.0%	-
Attrition from Transfers	0	1	1	1	-	0.0%	1.1%	1.2%	1.2%	-
Attrition from Exits	0	4	3	5	-	0.0%	4.6%	3.6%	5.8%	-
Teacher Attrition	0	4	3	6	-	0.0%	5.9%	4.5%	8.8%	-
Attrition from Transfers	0	1	1	1	-	0.0%	1.5%	1.5%	1.5%	-
Attrition from Exits	0	3	2	5	-	0.0%	4.4%	3.0%	7.4%	-
District Retention										
Educator Retention	81	82	80	80	-	100.0%	94.3%	95.2%	93.0%	-
Teacher Retention	63	64	63	62	-	100.0%	94.1%	95.5%	91.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	60.0%	0.0%	40.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.5%	0.0%	12.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.9%	11.1%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.9%	0.0%	11.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.2%	6.6%	6.2%	8.6%	8.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	3.3%	3.1%	4.3%	4.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.5%	3.4%	0.0%	2.3%	1.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.1%	93.1%	97.6%	94.2%	96.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.5%	3.4%	2.4%	3.5%	2.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.3	12.9	13.2	13.2	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.7	15.1	15.4	15.5	14.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-19	10	-17	-5	12	-	-	-	-	-
% Change in Educators	-4.8%	2.7%	-4.4%	-1.4%	3.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	255	-44	-92	-52	-131	-	-	-	-	-
% Change in Enrollment:	5.3%	-0.9%	-1.8%	-1.1%	-2.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	8.5%	7.0%	7.6%	7.1%	5.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.4%	3.1%	3.2%	2.7%	3.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.7%	11.6%	11.1%	11.5%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	9.1%	8.7%	8.5%	8.7%	8.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	15.4%	16.7%	8.3%	20.0%	23.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	23.1%	25.0%	25.0%	40.0%	46.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.5	45.7	46.1	46.4	46.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.5	15.5	16.0	15.9	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	41,239	41,624	43,572	44,268	44,450	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	10.2%	9.6%	9.7%	9.6%	9.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.5%	73.9%	75.7%	76.4%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.9%	10.3%	10.7%	9.6%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	17.1%	na	18.0%	18.7%	19.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.1%	1.1%	1.3%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

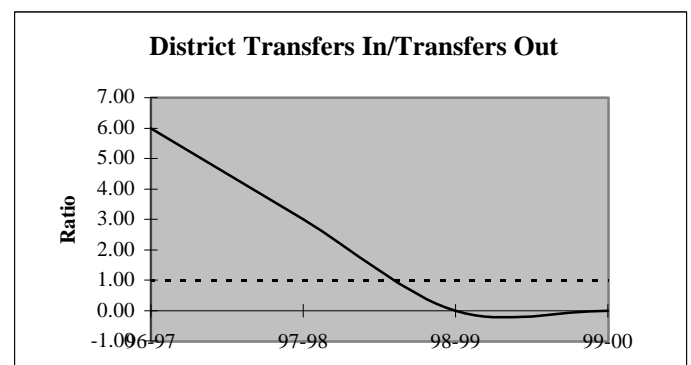
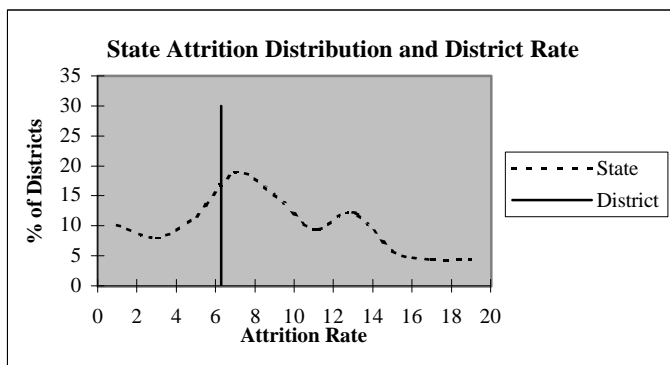
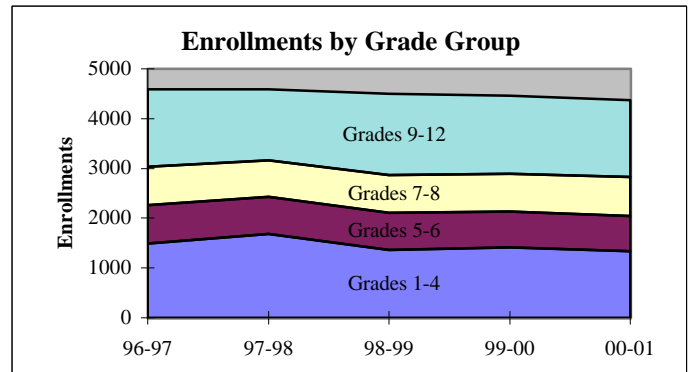
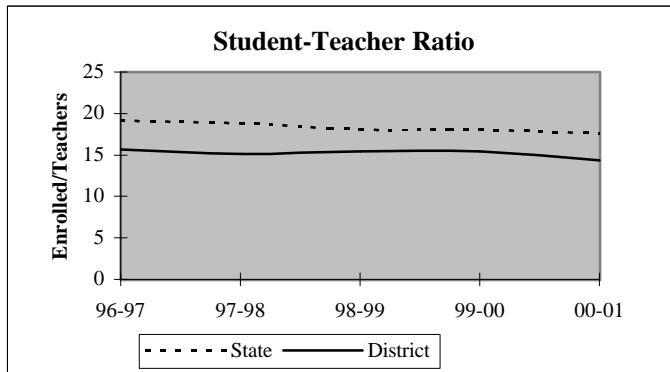
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	377	387	370	365	377	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	345	357	351	338	342	91.5%	92.2%	94.9%	92.6%	90.7%
Newly Hired	32	30	19	27	35	8.5%	7.8%	5.1%	7.4%	9.3%
Transfers In	6	9	2	9	13	18.8%	30.0%	10.5%	33.3%	37.1%
Reentrants	16	14	15	13	14	50.0%	46.7%	78.9%	48.1%	40.0%
First Time Educators	10	7	2	5	8	31.3%	23.3%	10.5%	18.5%	22.9%
Total Exiting Next Year	20	36	32	23	-	5.3%	9.3%	8.6%	6.3%	-
Transfers Out	1	3	0	0	-	5.0%	8.3%	0.0%	0.0%	-
Leave Tennessee Educ.	19	33	32	23	-	95.0%	91.7%	100.0%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.3%	9.3%	8.6%	6.3%	-
Transfers In/Out	6.00	3.00	nc	nc	-

District Report for: OAK RIDGE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	377	387	370	365	377	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	12	12	10	13	3.4%	3.1%	3.2%	2.7%	3.4%
Professional Staff	44	45	41	42	37	11.7%	11.6%	11.1%	11.5%	9.8%
Total Teachers	320	330	317	313	327	84.9%	85.3%	85.7%	85.8%	86.7%
Special Education	35	34	34	30	33	10.9%	10.3%	10.7%	9.6%	10.1%
Pre-K & Kindergarten	30	28	29	29	27	9.4%	8.5%	9.1%	9.3%	8.3%
Elementary (1-4)	101	103	101	95	102	31.6%	31.2%	31.9%	30.4%	31.2%
Middle School (5-6)	30	30	30	29	29	9.4%	9.1%	9.5%	9.3%	8.9%
Jr. High (7-8)	43	46	47	46	47	13.4%	13.9%	14.8%	14.7%	14.4%
High School (9-12)	81	89	76	84	89	25.3%	27.0%	24.0%	26.8%	27.2%
Business	6	6	6	4	5	7.4%	6.7%	7.9%	4.8%	5.6%
Language Arts	12	14	12	13	15	14.8%	15.7%	15.8%	15.5%	16.9%
Social Studies	11	12	10	13	12	13.6%	13.5%	13.2%	15.5%	13.5%
Foreign Language	6	6	5	6	6	7.4%	6.7%	6.6%	7.1%	6.7%
Mathematics	12	13	12	12	14	14.8%	14.6%	15.8%	14.3%	15.7%
Science	11	11	10	10	13	13.6%	12.4%	13.2%	11.9%	14.6%
Vocational Education	10	11	10	11	9	12.3%	12.4%	13.2%	13.1%	10.1%
Other High School	13	16	11	15	15	16.0%	18.0%	14.5%	17.9%	16.9%

Total Enrollments	5,024	4,980	4,888	4,836	4,705	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	366	332	318	315	283	7.3%	6.7%	6.5%	6.5%	6.0%
Grades 1-4	1,485	1,690	1,363	1,417	1,337	29.6%	33.9%	27.9%	29.3%	28.4%
Grades 5-6	777	743	744	714	703	15.5%	14.9%	15.2%	14.8%	14.9%
Grades 7-8	765	731	764	761	792	15.2%	14.7%	15.6%	15.7%	16.8%
Grades 9-12	1,560	1,427	1,625	1,564	1,538	31.1%	28.7%	33.2%	32.3%	32.7%
Ungraded	71	57	74	65	52	1.4%	1.1%	1.5%	1.3%	1.1%



District Report for: OAK RIDGE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	13	12	12	10	13	3.6%	3.3%	3.4%	2.9%	3.7%
White - Females	2	2	2	2	4	15.4%	16.7%	16.7%	20.0%	30.8%
White - Males	9	8	9	6	6	69.2%	66.7%	75.0%	60.0%	46.2%
Black - Females	1	1	1	2	2	7.7%	8.3%	8.3%	20.0%	15.4%
Black - Males	1	1	0	0	1	7.7%	8.3%	0.0%	0.0%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	45	41	42	37	12.2%	12.2%	11.6%	12.2%	10.5%
White - Females	35	36	33	35	32	79.5%	80.0%	80.5%	83.3%	86.5%
White - Males	9	9	8	7	5	20.5%	20.0%	19.5%	16.7%	13.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	304	311	299	293	303	84.2%	84.5%	84.9%	84.9%	85.8%
White - Females	197	207	205	203	209	64.8%	66.6%	68.6%	69.3%	69.0%
White - Males	76	74	65	62	66	25.0%	23.8%	21.7%	21.2%	21.8%
Black - Females	17	19	18	19	18	5.6%	6.1%	6.0%	6.5%	5.9%
Black - Males	6	5	5	4	4	2.0%	1.6%	1.7%	1.4%	1.3%
Other - Females	8	6	6	5	6	2.6%	1.9%	2.0%	1.7%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	2	1	1	0.7%	0.7%	0.7%	0.4%	0.4%
25-29	24	25	25	19	20	8.2%	8.4%	8.9%	6.8%	7.1%
30-34	20	27	18	23	26	6.8%	9.1%	6.4%	8.3%	9.2%
35-39	25	23	25	27	33	8.6%	7.7%	8.9%	9.7%	11.7%
40-45	40	34	31	25	16	13.7%	11.4%	11.0%	9.0%	5.7%
45-49	77	61	51	58	56	26.4%	20.5%	18.1%	20.9%	19.9%
50-54	61	72	78	71	69	20.9%	24.2%	27.8%	25.5%	24.5%
55+	43	54	51	54	61	14.7%	18.1%	18.1%	19.4%	21.6%
Average Age	45.5	45.7	46.1	46.4	46.5					

Experience Distribution

Teachers by Experience

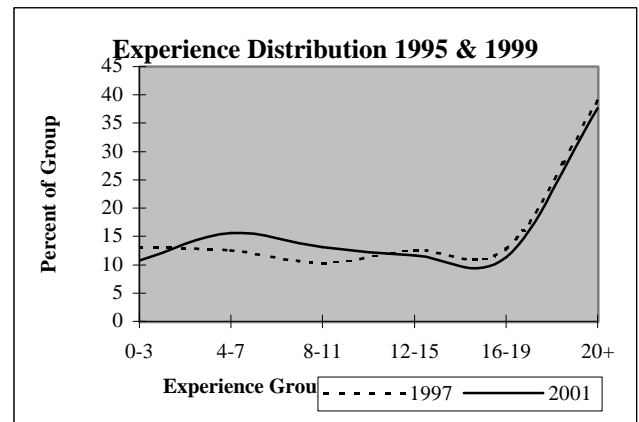
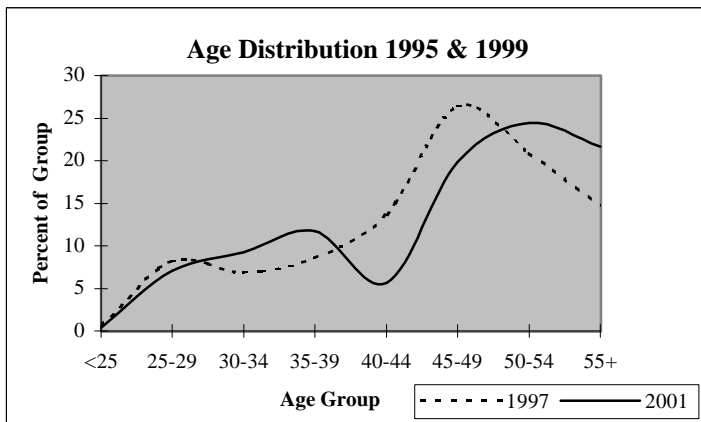
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	42	47	35	32	35	13.1%	14.2%	11.0%	10.2%	10.7%
4-7 Years	40	44	45	48	51	12.5%	13.3%	14.2%	15.3%	15.6%
8-11 Years	33	32	37	39	43	10.3%	9.7%	11.7%	12.5%	13.1%
12-15 Years	40	39	38	41	38	12.5%	11.8%	12.0%	13.1%	11.6%
16-19 Years	41	42	36	29	37	12.8%	12.7%	11.4%	9.3%	11.3%
20+ Years	124	126	126	124	123	38.8%	38.2%	39.7%	39.6%	37.6%
Average Experience	15.5	15.5	16.0	15.9	15.7					

District Report for: OAK RIDGE

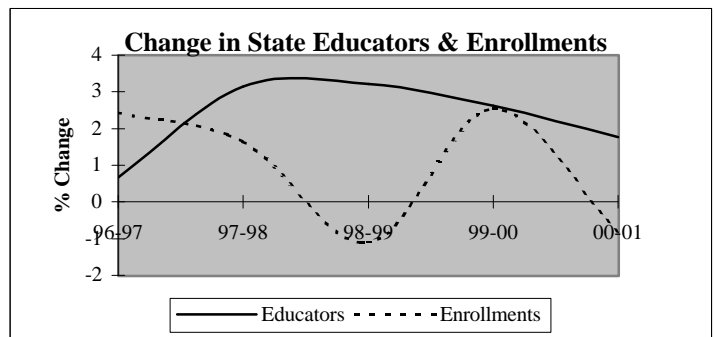
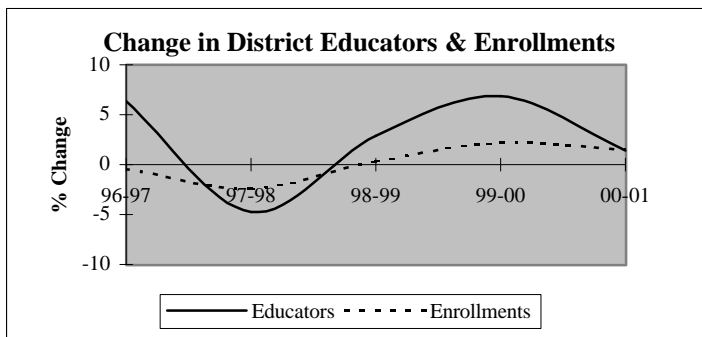
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	20	36	32	23	-	5.3%	9.3%	8.6%	6.3%	-
Attrition from Transfers	1	3	0	0	-	0.3%	0.8%	0.0%	0.0%	-
Attrition from Exits	19	33	32	23	-	5.0%	8.5%	8.6%	6.3%	-
Teacher Attrition	19	30	28	17	-	5.9%	9.1%	8.8%	5.4%	-
Attrition from Transfers	1	1	0	0	-	0.3%	0.3%	0.0%	0.0%	-
Attrition from Exits	18	29	28	17	-	5.6%	8.8%	8.8%	5.4%	-
District Retention										
Educator Retention	357	351	338	342	-	94.7%	90.7%	91.4%	93.7%	-
Teacher Retention	301	300	289	296	-	94.1%	90.9%	91.2%	94.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	10.0%	23.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	75.4%	3.1%	21.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.5%	1.8%	12.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	83.9%	0.0%	16.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.6%	0.0%	5.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.2%	0.0%	8.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.7%	9.1%	9.3%	9.9%	11.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.6%	3.6%	3.4%	3.6%	3.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	3.7%	2.6%	3.5%	2.7%	2.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.1%	91.7%	91.9%	91.8%	91.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.2%	5.7%	4.6%	5.2%	6.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: BEDFORD COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.1	16.5	16.1	15.4	15.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.1	19.4	19.0	17.8	17.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	24	-19	11	27	6	-	-	-	-	-
% Change in Educators	6.3%	-4.7%	2.9%	6.8%	1.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-31	-160	22	138	95	-	-	-	-	-
% Change in Enrollment:	-0.5%	-2.5%	0.3%	2.2%	1.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.3%	0.3%	0.2%	4.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.4%	4.6%	4.3%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	10.4%	10.6%	9.2%	8.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.5%	4.5%	4.6%	4.9%	4.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.3%	6.3%	5.9%	11.8%	10.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	17.6%	17.6%	22.2%	22.2%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.2	41.4	41.4	41.0	41.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.3	12.8	12.9	12.2	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,587	31,263	32,763	33,760	33,817	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.9%	4.0%	4.2%	4.5%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	81.7%	81.2%	81.4%	81.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	9.2%	8.4%	8.2%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.6%	na	16.1%	17.0%	18.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.3%	0.4%	1.6%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

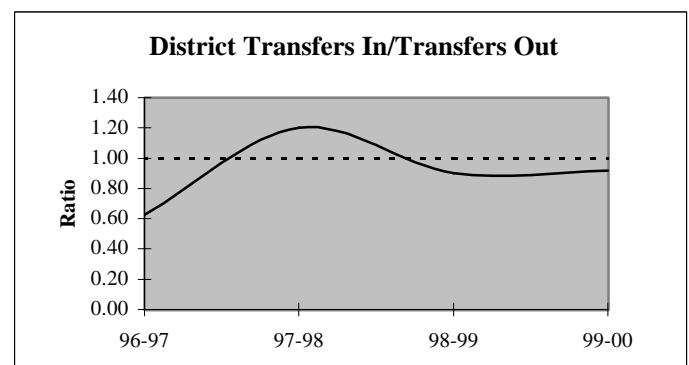
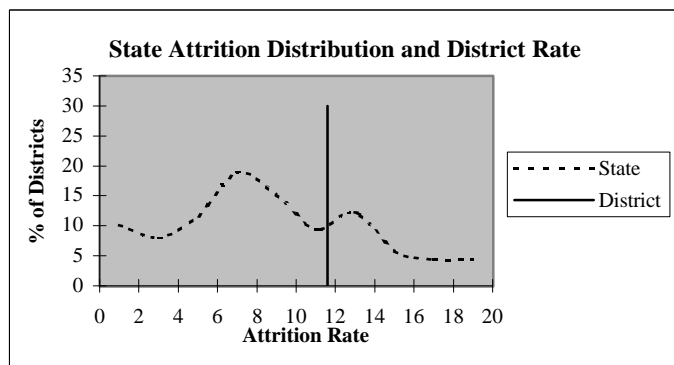
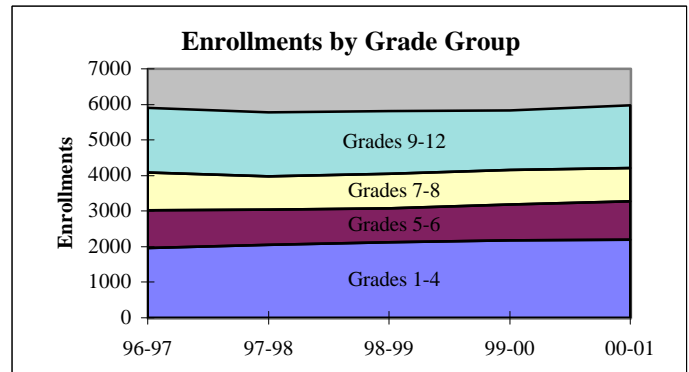
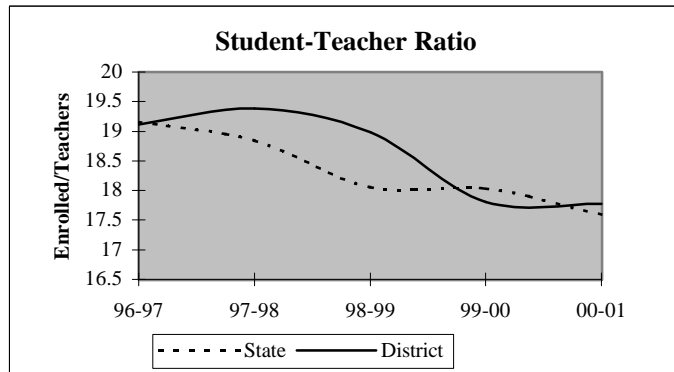
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	403	384	395	422	428	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	350	346	363	360	373	86.8%	90.1%	91.9%	85.3%	87.1%
Newly Hired	53	38	32	62	55	13.2%	9.9%	8.1%	14.7%	12.9%
Transfers In	10	6	9	11	11	18.9%	15.8%	28.1%	17.7%	20.0%
Reentrants	16	7	4	12	17	30.2%	18.4%	12.5%	19.4%	30.9%
First Time Educators	27	25	19	39	27	50.9%	65.8%	59.4%	62.9%	49.1%
Total Exiting Next Year	57	21	35	49	-	14.1%	5.5%	8.9%	11.6%	-
Transfers Out	16	5	10	12	-	28.1%	23.8%	28.6%	24.5%	-
Leave Tennessee Educ.	41	16	25	37	-	71.9%	76.2%	71.4%	75.5%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	14.1%	5.5%	8.9%	11.6%	-
Transfers In/Out	0.63	1.20	0.90	0.92	-

District Report for: BEDFORD COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	403	384	395	422	428	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	18	18	20	4.2%	4.4%	4.6%	4.3%	4.7%
Professional Staff	46	40	42	39	37	11.4%	10.4%	10.6%	9.2%	8.6%
Total Teachers	340	327	335	365	371	84.4%	85.2%	84.8%	86.5%	86.7%
Special Education	35	30	28	30	34	10.3%	9.2%	8.4%	8.2%	9.2%
Pre-K & Kindergarten	22	21	23	24	23	6.5%	6.4%	6.9%	6.6%	6.2%
Elementary (1-4)	127	124	128	144	143	37.4%	37.9%	38.2%	39.5%	38.5%
Middle School (5-6)	32	35	33	35	40	9.4%	10.7%	9.9%	9.6%	10.8%
Jr. High (7-8)	36	33	32	37	36	10.6%	10.1%	9.6%	10.1%	9.7%
High School (9-12)	88	84	91	95	95	25.9%	25.7%	27.2%	26.0%	25.6%
Business	2	2	2	2	2	2.3%	2.4%	2.2%	2.1%	2.1%
Language Arts	13	11	13	14	14	14.8%	13.1%	14.3%	14.7%	14.7%
Social Studies	8	4	5	7	9	9.1%	4.8%	5.5%	7.4%	9.5%
Foreign Language	4	4	4	4	4	4.5%	4.8%	4.4%	4.2%	4.2%
Mathematics	13	11	14	12	11	14.8%	13.1%	15.4%	12.6%	11.6%
Science	9	9	8	10	9	10.2%	10.7%	8.8%	10.5%	9.5%
Vocational Education	16	15	18	16	15	18.2%	17.9%	19.8%	16.8%	15.8%
Other High School	23	28	27	30	31	26.1%	33.3%	29.7%	31.6%	32.6%

Total Enrollments	6,498	6,338	6,360	6,498	6,593	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	537	535	538	563	548	8.3%	8.4%	8.5%	8.7%	8.3%
Grades 1-4	1,970	2,052	2,116	2,175	2,202	30.3%	32.4%	33.3%	33.5%	33.4%
Grades 5-6	1,047	984	957	1,003	1,072	16.1%	15.5%	15.0%	15.4%	16.3%
Grades 7-8	1,067	941	972	981	944	16.4%	14.8%	15.3%	15.1%	14.3%
Grades 9-12	1,827	1,806	1,762	1,673	1,765	28.1%	28.5%	27.7%	25.7%	26.8%
Ungraded	50	20	15	103	62	0.8%	0.3%	0.2%	1.6%	0.9%



District Report for: BEDFORD COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	16	17	17	19	4.0%	4.2%	4.4%	4.1%	4.6%
White - Females	3	3	4	4	5	18.8%	18.8%	23.5%	23.5%	26.3%
White - Males	12	12	12	11	12	75.0%	75.0%	70.6%	64.7%	63.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	2	2	6.3%	6.3%	5.9%	11.8%	10.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	46	40	41	39	37	11.6%	10.6%	10.5%	9.5%	9.0%
White - Females	34	32	33	32	30	73.9%	80.0%	80.5%	82.1%	81.1%
White - Males	8	5	5	5	5	17.4%	12.5%	12.2%	12.8%	13.5%
Black - Females	4	3	2	2	2	8.7%	7.5%	4.9%	5.1%	5.4%
Black - Males	0	0	1	0	0	0.0%	0.0%	2.4%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	335	323	331	355	356	84.4%	85.2%	85.1%	86.4%	86.4%
White - Females	260	253	258	281	285	77.6%	78.3%	77.9%	79.2%	80.1%
White - Males	62	57	59	58	57	18.5%	17.6%	17.8%	16.3%	16.0%
Black - Females	11	11	12	12	11	3.3%	3.4%	3.6%	3.4%	3.1%
Black - Males	2	2	2	4	3	0.6%	0.6%	0.6%	1.1%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	9	6	11	9	1.9%	2.9%	1.9%	3.3%	2.8%
25-29	50	45	44	52	52	15.9%	14.6%	14.0%	15.7%	16.0%
30-34	39	39	50	48	45	12.4%	12.7%	15.9%	14.5%	13.8%
35-39	46	35	33	37	36	14.6%	11.4%	10.5%	11.1%	11.0%
40-45	43	50	46	49	48	13.7%	16.2%	14.6%	14.8%	14.7%
45-49	63	57	55	50	45	20.1%	18.5%	17.5%	15.1%	13.8%
50-54	39	42	46	46	52	12.4%	13.6%	14.6%	13.9%	16.0%
55+	28	31	34	39	39	8.9%	10.1%	10.8%	11.7%	12.0%
Average Age	41.2	41.4	41.4	41.0	41.3					

Experience Distribution

Teachers by Experience

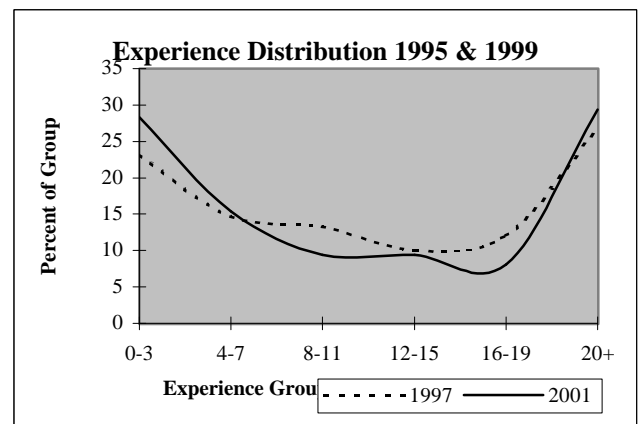
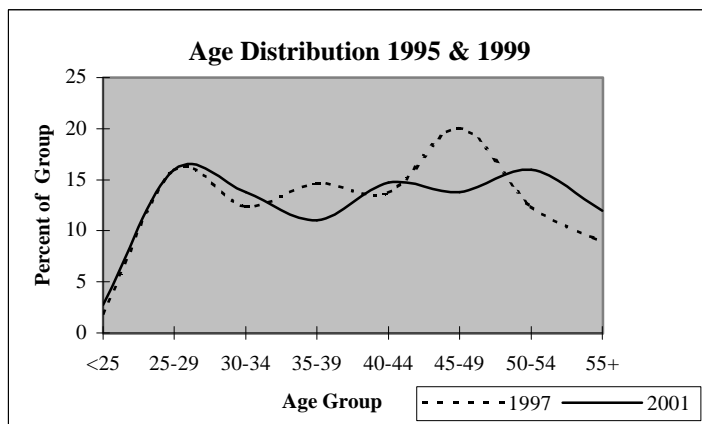
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	79	74	73	102	105	23.2%	22.6%	21.8%	27.9%	28.3%
4-7 Years	50	47	55	55	57	14.7%	14.4%	16.4%	15.1%	15.4%
8-11 Years	45	37	34	31	35	13.2%	11.3%	10.1%	8.5%	9.4%
12-15 Years	34	36	40	40	35	10.0%	11.0%	11.9%	11.0%	9.4%
16-19 Years	41	42	40	33	30	12.1%	12.8%	11.9%	9.0%	8.1%
20+ Years	91	91	93	104	109	26.8%	27.8%	27.8%	28.5%	29.4%
Average Experience	12.3	12.8	12.9	12.2	12.2					

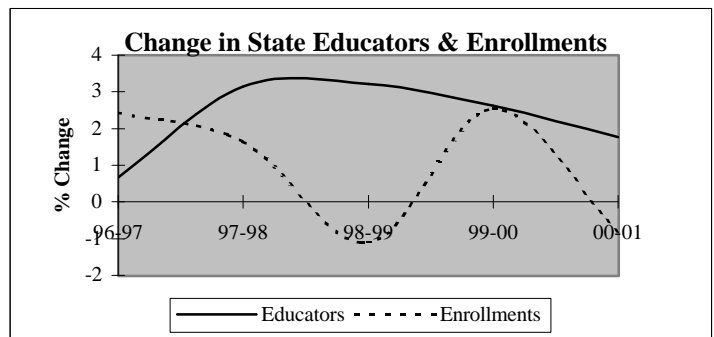
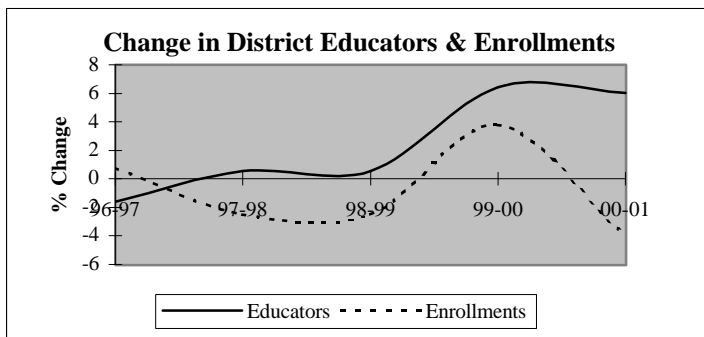
District Report for: BEDFORD COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	57	21	35	49	-	14.1%	5.5%	8.9%	11.6%	-
Attrition from Transfers	16	5	10	12	-	4.0%	1.3%	2.5%	2.8%	-
Attrition from Exits	41	16	25	37	-	10.2%	4.2%	6.3%	8.8%	-
Teacher Attrition	49	15	28	42	-	14.4%	4.6%	8.4%	11.5%	-
Attrition from Transfers	15	4	9	11	-	4.4%	1.2%	2.7%	3.0%	-
Attrition from Exits	34	11	19	31	-	10.0%	3.4%	5.7%	8.5%	-
District Retention										
Educator Retention	346	363	360	373	-	85.9%	94.5%	91.1%	88.4%	-
Teacher Retention	291	312	307	323	-	85.6%	95.4%	91.6%	88.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	79.6%	7.7%	12.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.6%	4.1%	14.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	84.0%	7.4%	8.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.2%	2.4%	7.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	80.8%	5.5%	13.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.1%	7.5%	4.5%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.9%	14.6%	17.1%	21.6%	22.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.1%	10.9%	12.3%	12.7%	11.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.7%	1.8%	1.8%	2.1%	1.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.3%	89.6%	92.2%	85.5%	87.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.3%	0.3%	0.2%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.7%	8.3%	5.8%	12.1%	10.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	15.2	14.8	14.4	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	17.7	17.4	17.2	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	1	1	12	12	-	-	-	-	-
% Change in Educators	-1.6%	0.5%	0.5%	6.4%	6.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	23	-73	-71	105	-117	-	-	-	-	-
% Change in Enrollment:	0.8%	-2.5%	-2.5%	3.8%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.0%	1.6%	0.0%	9.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.8%	4.8%	6.0%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.7%	9.1%	10.2%	10.1%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.5%	0.5%	0.6%	0.5%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	30.0%	33.3%	33.3%	33.3%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.2	42.8	43.1	43.8	44.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	13.3	13.7	14.1	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,150	29,659	30,899	32,673	32,561	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.6%	0.6%	0.7%	0.6%	0.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	78.1%	78.0%	77.2%	76.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.2%	10.6%	9.4%	10.2%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.1%	na	3.1%	3.8%	4.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	0.5%	0.3%	0.5%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

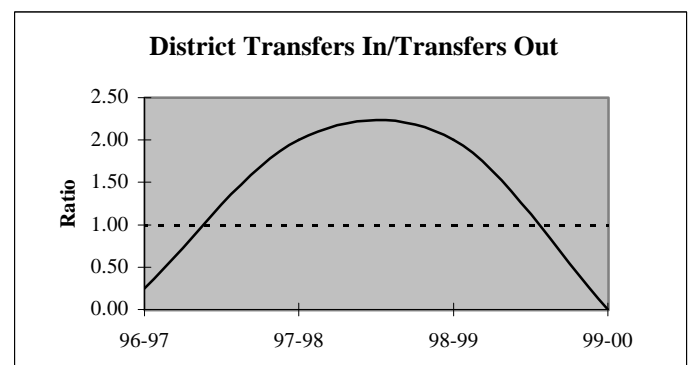
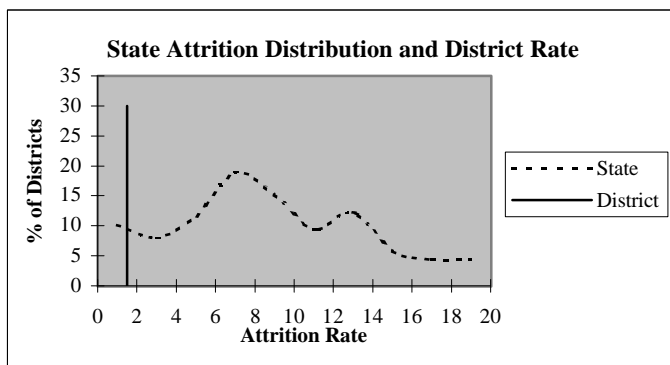
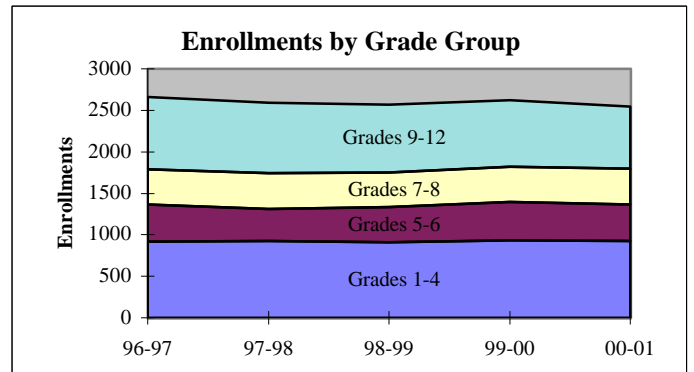
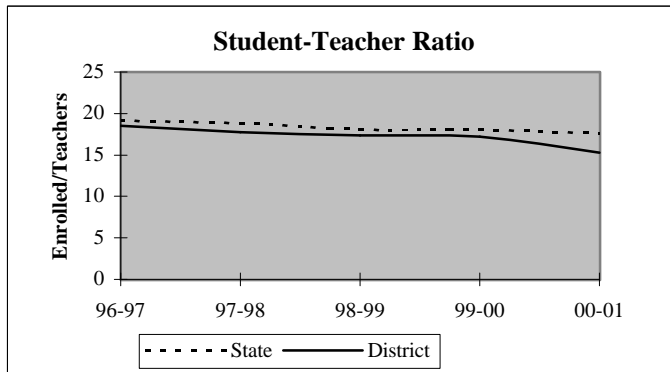
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	185	186	187	199	211	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	169	166	174	178	196	91.4%	89.2%	93.0%	89.4%	92.9%
Newly Hired	16	20	13	21	15	8.6%	10.8%	7.0%	10.6%	7.1%
Transfers In	1	2	2	3	3	6.3%	10.0%	15.4%	14.3%	20.0%
Reentrants	6	12	3	12	5	37.5%	60.0%	23.1%	57.1%	33.3%
First Time Educators	9	6	8	6	7	56.3%	30.0%	61.5%	28.6%	46.7%
Total Exiting Next Year	19	12	9	3	-	10.3%	6.5%	4.8%	1.5%	-
Transfers Out	4	1	1	0	-	21.1%	8.3%	11.1%	0.0%	-
Leave Tennessee Educ.	15	11	8	3	-	78.9%	91.7%	88.9%	100.0%	-

Dynamics Rates					
District Rates					
District Attrition	10.3%	6.5%	4.8%	1.5%	-
Transfers In/Out	0.25	2.00	2.00	nc	-

District Report for: BENTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	185	186	187	199	211	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	9	9	12	11	5.4%	4.8%	4.8%	6.0%	5.2%
Professional Staff	18	17	19	20	20	9.7%	9.1%	10.2%	10.1%	9.5%
Total Teachers	157	160	159	167	180	84.9%	86.0%	85.0%	83.9%	85.3%
Special Education	16	17	15	17	18	10.2%	10.6%	9.4%	10.2%	10.0%
Pre-K & Kindergarten	15	16	17	11	10	9.6%	10.0%	10.7%	6.6%	5.6%
Elementary (1-4)	52	54	54	61	65	33.1%	33.8%	34.0%	36.5%	36.1%
Middle School (5-6)	17	16	16	18	22	10.8%	10.0%	10.1%	10.8%	12.2%
Jr. High (7-8)	17	16	15	16	16	10.8%	10.0%	9.4%	9.6%	8.9%
High School (9-12)	40	41	42	44	49	25.5%	25.6%	26.4%	26.3%	27.2%
Business	0	1	1	0	0	0.0%	2.4%	2.4%	0.0%	0.0%
Language Arts	7	6	6	7	7	17.5%	14.6%	14.3%	15.9%	14.3%
Social Studies	5	5	4	5	6	12.5%	12.2%	9.5%	11.4%	12.2%
Foreign Language	2	2	2	3	3	5.0%	4.9%	4.8%	6.8%	6.1%
Mathematics	5	5	3	5	7	12.5%	12.2%	7.1%	11.4%	14.3%
Science	4	4	6	5	4	10.0%	9.8%	14.3%	11.4%	8.2%
Vocational Education	11	10	10	11	12	27.5%	24.4%	23.8%	25.0%	24.5%
Other High School	6	8	10	8	10	15.0%	19.5%	23.8%	18.2%	20.4%

Total Enrollments	2,907	2,834	2,763	2,868	2,751	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	226	229	181	233	192	7.8%	8.1%	6.6%	8.1%	7.0%
Grades 1-4	916	923	912	934	927	31.5%	32.6%	33.0%	32.6%	33.7%
Grades 5-6	448	389	419	463	439	15.4%	13.7%	15.2%	16.1%	16.0%
Grades 7-8	427	433	416	425	431	14.7%	15.3%	15.1%	14.8%	15.7%
Grades 9-12	867	845	820	800	745	29.8%	29.8%	29.7%	27.9%	27.1%
Ungraded	23	15	15	13	17	0.8%	0.5%	0.5%	0.5%	0.6%



District Report for: BENTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	9	9	12	11	5.4%	4.9%	5.0%	6.4%	5.6%
White - Females	3	3	3	4	4	30.0%	33.3%	33.3%	33.3%	36.4%
White - Males	7	6	6	8	7	70.0%	66.7%	66.7%	66.7%	63.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	17	18	18	18	9.8%	9.3%	10.0%	9.6%	9.1%
White - Females	11	9	10	10	11	61.1%	52.9%	55.6%	55.6%	61.1%
White - Males	7	8	8	8	7	38.9%	47.1%	44.4%	44.4%	38.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	156	157	153	158	169	84.8%	85.8%	85.0%	84.0%	85.4%
White - Females	124	122	121	125	133	79.5%	77.7%	79.1%	79.1%	78.7%
White - Males	31	34	31	32	35	19.9%	21.7%	20.3%	20.3%	20.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	0.6%	0.6%	0.7%	0.6%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	3	3	3	2	0.7%	2.1%	2.2%	2.2%	1.4%
25-29	23	19	14	9	11	16.9%	13.6%	10.2%	6.7%	7.9%
30-34	11	13	18	20	19	8.1%	9.3%	13.1%	14.9%	13.7%
35-39	14	14	12	15	16	10.3%	10.0%	8.8%	11.2%	11.5%
40-45	27	19	16	11	11	19.9%	13.6%	11.7%	8.2%	7.9%
45-49	24	30	31	33	30	17.6%	21.4%	22.6%	24.6%	21.6%
50-54	23	29	28	26	28	16.9%	20.7%	20.4%	19.4%	20.1%
55+	13	13	15	17	22	9.6%	9.3%	10.9%	12.7%	15.8%
Average Age	42.2	42.8	43.1	43.8	44.3					

Experience Distribution

Teachers by Experience

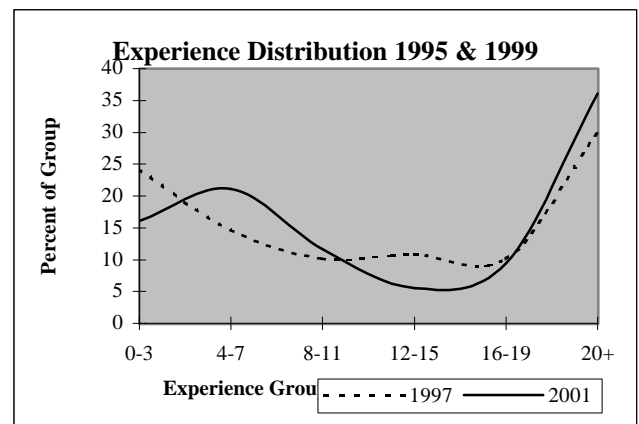
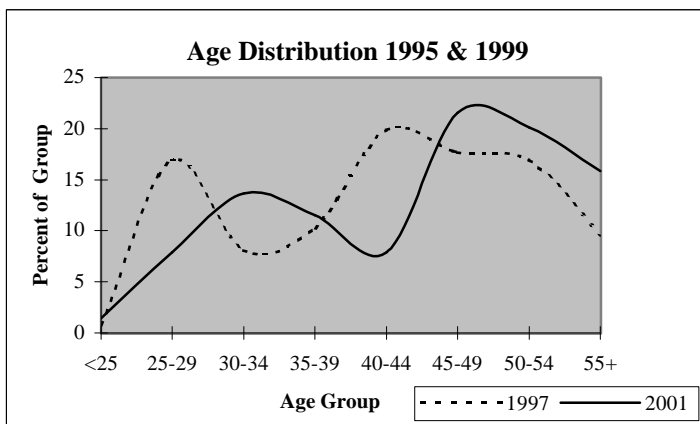
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	38	36	31	26	29	24.2%	22.5%	19.5%	15.6%	16.1%
4-7 Years	23	25	30	37	38	14.6%	15.6%	18.9%	22.2%	21.1%
8-11 Years	16	15	13	14	21	10.2%	9.4%	8.2%	8.4%	11.7%
12-15 Years	17	13	12	14	10	10.8%	8.1%	7.5%	8.4%	5.6%
16-19 Years	16	17	15	16	17	10.2%	10.6%	9.4%	9.6%	9.4%
20+ Years	47	54	58	60	65	29.9%	33.8%	36.5%	35.9%	36.1%
Average Experience	12.6	13.3	13.7	14.1	14.3					

District Report for: BENTON COUNTY

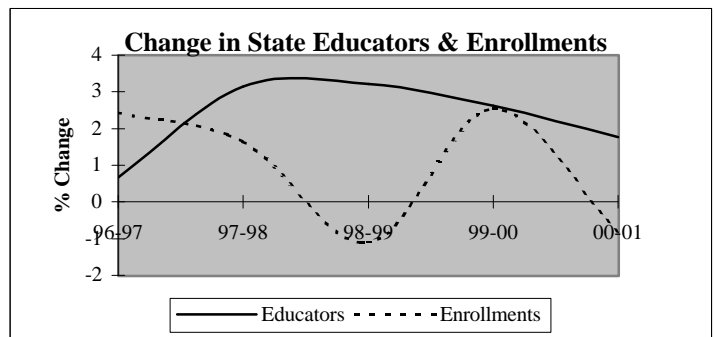
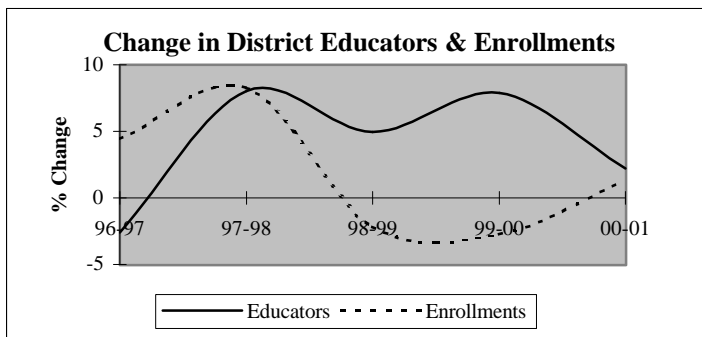
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	19	12	9	3	-	10.3%	6.5%	4.8%	1.5%	-
Attrition from Transfers	4	1	1	0	-	2.2%	0.5%	0.5%	0.0%	-
Attrition from Exits	15	11	8	3	-	8.1%	5.9%	4.3%	1.5%	-
Teacher Attrition	16	11	7	0	-	10.2%	6.9%	4.4%	0.0%	-
Attrition from Transfers	4	1	1	0	-	2.5%	0.6%	0.6%	0.0%	-
Attrition from Exits	12	10	6	0	-	7.6%	6.3%	3.8%	0.0%	-
District Retention										
Educator Retention	166	174	178	196	-	89.7%	93.5%	95.2%	98.5%	-
Teacher Retention	141	149	152	167	-	89.8%	93.1%	95.6%	100.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	86.0%	2.3%	11.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.0%	2.5%	12.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.0%	5.0%	5.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	96.1%	2.0%	2.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.5%	2.2%	4.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.6%	5.4%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.2%	10.3%	17.8%	17.3%	17.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.8%	7.5%	10.8%	10.4%	8.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	1.6%	0.5%	2.0%	1.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.8%	88.7%	93.0%	88.9%	92.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.1%	9.7%	5.9%	9.0%	5.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: BLEDSOE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.5	16.5	15.4	13.9	13.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	19.4	18.1	16.4	16.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	9	6	10	3	-	-	-	-	-
% Change in Educators	-2.6%	8.0%	5.0%	7.9%	2.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	78	153	-43	-54	25	-	-	-	-	-
% Change in Enrollment:	4.4%	8.3%	-2.1%	-2.8%	1.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	5.0%	4.7%	5.1%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.7%	9.9%	10.2%	10.2%	13.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.8%	0.7%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	16.7%	16.7%	0.0%	14.3%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.5	40.3	40.5	40.6	40.4	43.3	43.5	43.6	43.7	43.9
Average Experience	10.5	10.7	10.7	10.9	11.1	13.8	13.7	13.7	13.4	13.3
Average Salary	28,668	28,833	29,606	30,632	30,142	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.0%	1.0%	0.9%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.5%	74.8%	75.0%	74.1%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	18.1%	18.4%	17.6%	13.8%	12.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.5%	na	4.5%	2.7%	2.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.5%	3.0%	1.4%	2.2%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

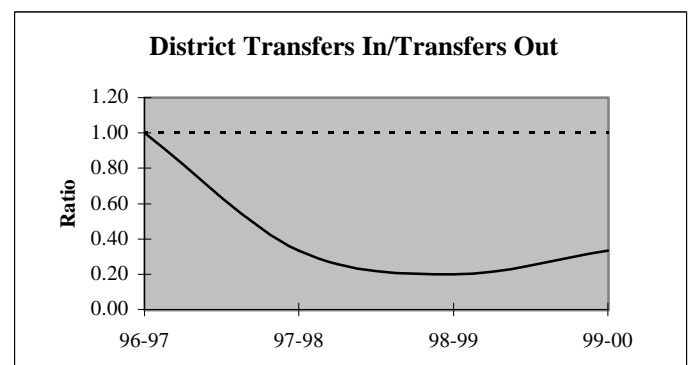
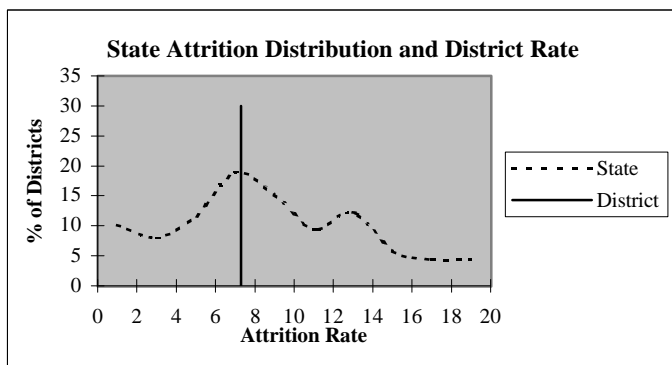
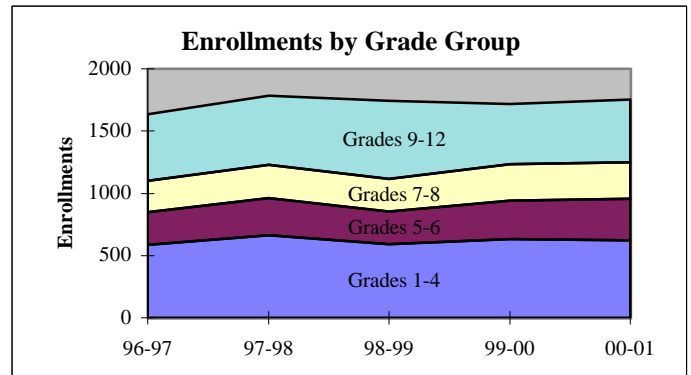
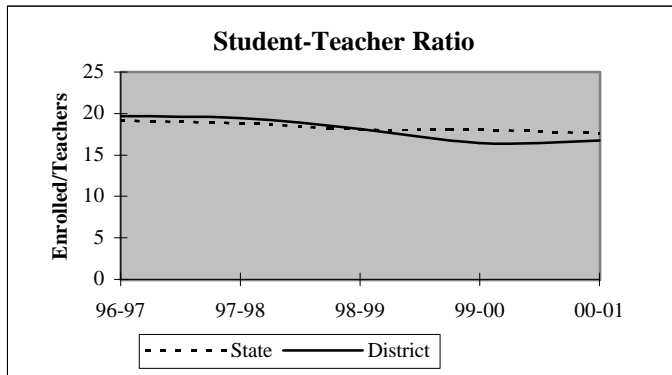
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	112	121	127	137	140	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	96	110	110	111	127	85.7%	90.9%	86.6%	81.0%	90.7%
Newly Hired	16	11	17	26	13	14.3%	9.1%	13.4%	19.0%	9.3%
Transfers In	1	1	1	1	2	6.3%	9.1%	5.9%	3.8%	15.4%
Reentrants	4	4	6	10	2	25.0%	36.4%	35.3%	38.5%	15.4%
First Time Educators	11	6	10	15	9	68.8%	54.5%	58.8%	57.7%	69.2%
Total Exiting Next Year	2	11	16	10	-	1.8%	9.1%	12.6%	7.3%	-
Transfers Out	1	3	5	3	-	50.0%	27.3%	31.3%	30.0%	-
Leave Tennessee Educ.	1	8	11	7	-	50.0%	72.7%	68.8%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	1.8%	9.1%	12.6%	7.3%	-
Transfers In/Out	1.00	0.33	0.20	0.33	-

District Report for: BLEDSOE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	112	121	127	137	140	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	6	5.4%	5.0%	4.7%	5.1%	4.3%
Professional Staff	12	12	13	14	19	10.7%	9.9%	10.2%	10.2%	13.6%
Total Teachers	94	103	108	116	115	83.9%	85.1%	85.0%	84.7%	82.1%
Special Education	17	19	19	16	14	18.1%	18.4%	17.6%	13.8%	12.2%
Pre-K & Kindergarten	11	10	10	9	11	11.7%	9.7%	9.3%	7.8%	9.6%
Elementary (1-4)	25	28	30	34	36	26.6%	27.2%	27.8%	29.3%	31.3%
Middle School (5-6)	8	10	10	14	14	8.5%	9.7%	9.3%	12.1%	12.2%
Jr. High (7-8)	6	9	12	16	12	6.4%	8.7%	11.1%	13.8%	10.4%
High School (9-12)	27	27	27	27	28	28.7%	26.2%	25.0%	23.3%	24.3%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	4	4	4	11.1%	14.8%	14.8%	14.8%	14.3%
Social Studies	4	4	4	3	4	14.8%	14.8%	14.8%	11.1%	14.3%
Foreign Language	1	0	1	1	1	3.7%	0.0%	3.7%	3.7%	3.6%
Mathematics	4	4	4	4	4	14.8%	14.8%	14.8%	14.8%	14.3%
Science	2	3	3	3	3	7.4%	11.1%	11.1%	11.1%	10.7%
Vocational Education	10	10	9	8	8	37.0%	37.0%	33.3%	29.6%	28.6%
Other High School	3	2	2	4	4	11.1%	7.4%	7.4%	14.8%	14.3%

Total Enrollments	1,848	2,001	1,958	1,904	1,929	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	165	159	170	147	145	8.9%	7.9%	8.7%	7.7%	7.5%
Grades 1-4	587	664	591	633	621	31.8%	33.2%	30.2%	33.2%	32.2%
Grades 5-6	260	297	262	308	336	14.1%	14.8%	13.4%	16.2%	17.4%
Grades 7-8	252	270	263	291	292	13.6%	13.5%	13.4%	15.3%	15.1%
Grades 9-12	537	551	629	484	502	29.1%	27.5%	32.1%	25.4%	26.0%
Ungraded	47	60	43	41	33	2.5%	3.0%	2.2%	2.2%	1.7%



District Report for: BLEDSOE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	5	6	5	4.6%	4.3%	4.1%	4.5%	3.6%
White - Females	1	1	0	1	1	20.0%	20.0%	0.0%	16.7%	20.0%
White - Males	4	4	5	5	4	80.0%	80.0%	100.0%	83.3%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	12	13	14	19	11.0%	10.3%	10.6%	10.4%	13.8%
White - Females	8	8	9	11	15	66.7%	66.7%	69.2%	78.6%	78.9%
White - Males	4	4	4	3	4	33.3%	33.3%	30.8%	21.4%	21.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	92	100	105	114	114	84.4%	85.5%	85.4%	85.1%	82.6%
White - Females	68	74	78	84	84	73.9%	74.0%	74.3%	73.7%	73.7%
White - Males	23	25	26	29	29	25.0%	25.0%	24.8%	25.4%	25.4%
Black - Females	1	1	1	1	1	1.1%	1.0%	1.0%	0.9%	0.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	5	3	2.4%	3.4%	1.1%	5.2%	3.1%
25-29	9	12	15	11	16	11.0%	13.5%	16.1%	11.5%	16.3%
30-34	14	12	12	13	11	17.1%	13.5%	12.9%	13.5%	11.2%
35-39	9	14	14	16	18	11.0%	15.7%	15.1%	16.7%	18.4%
40-45	21	19	19	15	14	25.6%	21.3%	20.4%	15.6%	14.3%
45-49	11	11	12	15	17	13.4%	12.4%	12.9%	15.6%	17.3%
50-54	9	12	13	13	8	11.0%	13.5%	14.0%	13.5%	8.2%
55+	7	6	7	8	11	8.5%	6.7%	7.5%	8.3%	11.2%
Average Age	40.5	40.3	40.5	40.6	40.4					

Experience Distribution

Teachers by Experience

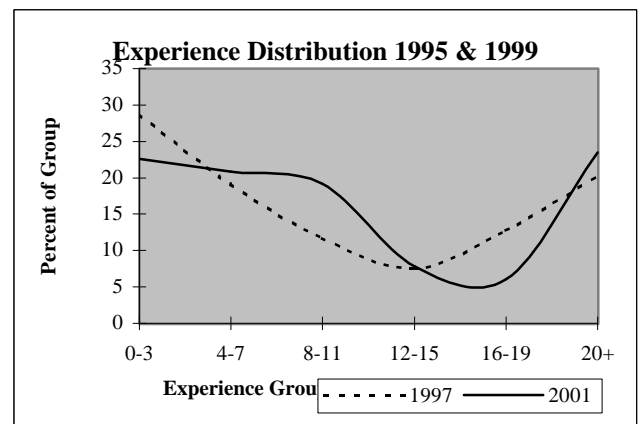
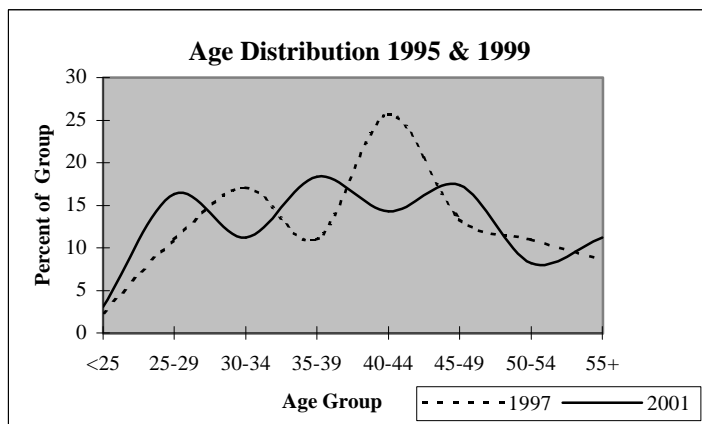
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	27	28	31	32	26	28.7%	27.2%	28.7%	27.6%	22.6%
4-7 Years	18	20	19	21	24	19.1%	19.4%	17.6%	18.1%	20.9%
8-11 Years	11	15	15	16	22	11.7%	14.6%	13.9%	13.8%	19.1%
12-15 Years	7	7	9	11	9	7.4%	6.8%	8.3%	9.5%	7.8%
16-19 Years	12	14	15	10	7	12.8%	13.6%	13.9%	8.6%	6.1%
20+ Years	19	19	19	26	27	20.2%	18.4%	17.6%	22.4%	23.5%
Average Experience	10.5	10.7	10.7	10.9	11.1					

District Report for: BLEDSOE COUNTY

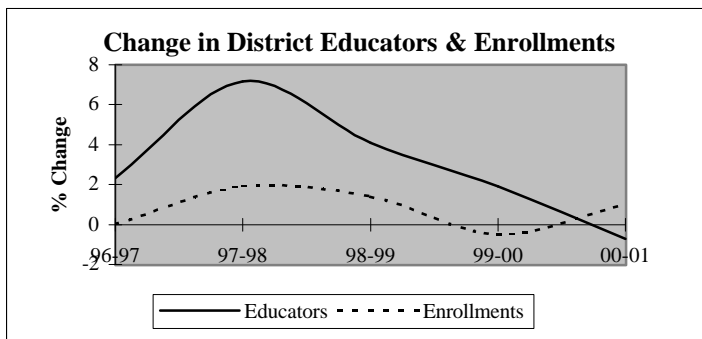
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	2	11	16	10	-	1.8%	9.1%	12.6%	7.3%	-
Attrition from Transfers	1	3	5	3	-	0.9%	2.5%	3.9%	2.2%	-
Attrition from Exits	1	8	11	7	-	0.9%	6.6%	8.7%	5.1%	-
Teacher Attrition	2	10	14	10	-	2.1%	9.7%	13.0%	8.6%	-
Attrition from Transfers	1	3	4	3	-	1.1%	2.9%	3.7%	2.6%	-
Attrition from Exits	1	7	10	7	-	1.1%	6.8%	9.3%	6.0%	-
District Retention										
Educator Retention	110	110	111	127	-	98.2%	90.9%	87.4%	92.7%	-
Teacher Retention	92	93	94	106	-	97.9%	90.3%	87.0%	91.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	76.0%	6.0%	18.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.1%	9.7%	3.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	70.6%	5.9%	23.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	96.3%	3.7%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	96.0%	0.0%	4.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	16.5%	16.1%	22.3%	20.1%	22.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	12.8%	12.9%	17.3%	12.2%	12.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.6%	91.7%	87.4%	81.8%	88.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.7%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.4%	8.3%	12.6%	18.2%	10.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: BLOUNT COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.9	17.0	16.6	16.2	16.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.9	19.6	19.1	19.0	19.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	14	44	27	13	-5	-	-	-	-	-
% Change in Educators	2.3%	7.2%	4.1%	1.9%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	2	211	156	-57	113	-	-	-	-	-
% Change in Enrollment:	0.0%	1.9%	1.4%	-0.5%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.8%	1.0%	1.4%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.3%	3.8%	4.2%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	9.0%	9.6%	10.7%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.4%	1.6%	1.4%	1.7%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	3.4%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.9%	25.0%	26.9%	37.9%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.3	43.2	44.2	44.5	44.4	43.3	43.5	43.6	43.7	43.9
Average Experience	15.1	13.9	14.5	14.6	13.9	13.8	13.7	13.7	13.4	13.3
Average Salary	35,826	35,861	38,004	39,208	38,963	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.2%	1.5%	1.2%	1.6%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.6%	74.1%	73.9%	73.2%	74.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.5%	12.4%	11.8%	10.8%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.3%	na	2.4%	2.7%	2.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	1.4%	1.3%	2.2%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

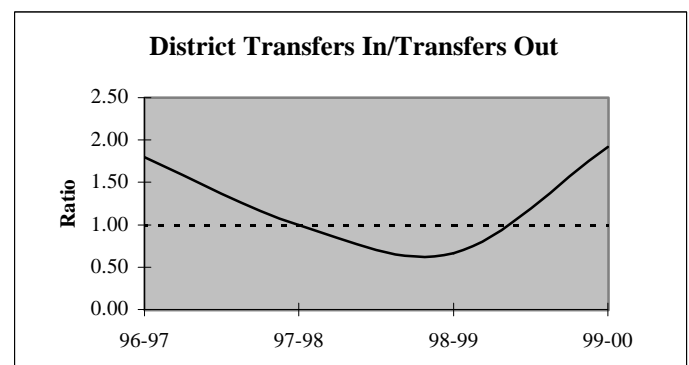
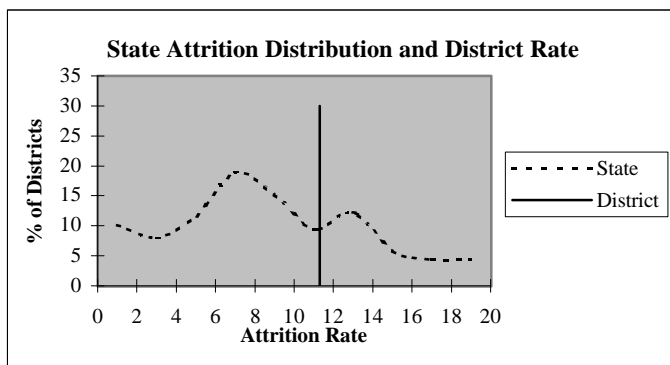
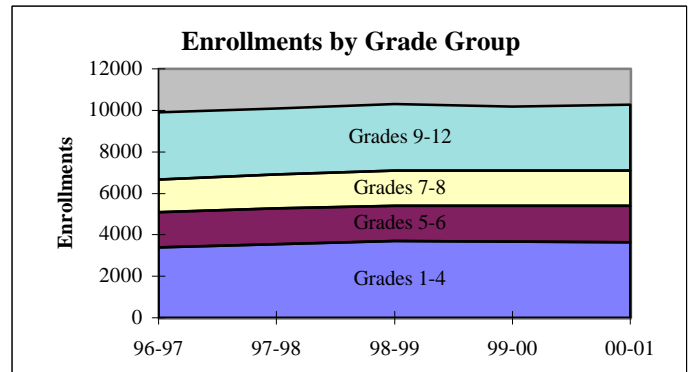
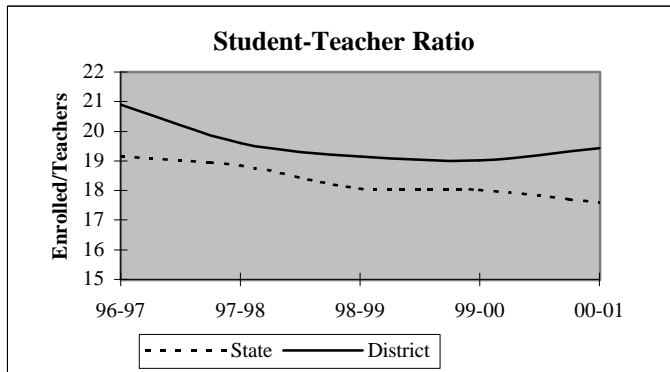
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	614	658	685	698	693	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	562	575	618	627	619	91.5%	87.4%	90.2%	89.8%	89.3%
Newly Hired	52	83	67	71	74	8.5%	12.6%	9.8%	10.2%	10.7%
Transfers In	9	13	10	23	26	17.3%	15.7%	14.9%	32.4%	35.1%
Reentrants	26	23	25	29	19	50.0%	27.7%	37.3%	40.8%	25.7%
First Time Educators	17	47	32	19	29	32.7%	56.6%	47.8%	26.8%	39.2%
Total Exiting Next Year	39	40	58	79	-	6.4%	6.1%	8.5%	11.3%	-
Transfers Out	5	13	15	12	-	12.8%	32.5%	25.9%	15.2%	-
Leave Tennessee Educ.	34	27	43	67	-	87.2%	67.5%	74.1%	84.8%	-

Dynamics Rates	District Rates				
District Attrition	6.4%	6.1%	8.5%	11.3%	-
Transfers In/Out	1.80	1.00	0.67	1.92	-

District Report for: BLOUNT COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	614	658	685	698	693	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	28	26	29	30	4.4%	4.3%	3.8%	4.2%	4.3%
Professional Staff	61	59	66	75	76	9.9%	9.0%	9.6%	10.7%	11.0%
Total Teachers	526	571	593	594	587	85.7%	86.8%	86.6%	85.1%	84.7%
Special Education	55	71	70	64	68	10.5%	12.4%	11.8%	10.8%	11.6%
Pre-K & Kindergarten	41	47	46	49	52	7.8%	8.2%	7.8%	8.2%	8.9%
Elementary (1-4)	170	180	187	201	190	32.3%	31.5%	31.5%	33.8%	32.4%
Middle School (5-6)	63	66	67	69	68	12.0%	11.6%	11.3%	11.6%	11.6%
Jr. High (7-8)	56	56	64	59	64	10.6%	9.8%	10.8%	9.9%	10.9%
High School (9-12)	141	151	159	152	145	26.8%	26.4%	26.8%	25.6%	24.7%
Business	5	4	4	4	4	3.5%	2.6%	2.5%	2.6%	2.8%
Language Arts	18	17	17	20	18	12.8%	11.3%	10.7%	13.2%	12.4%
Social Studies	15	16	17	18	18	10.6%	10.6%	10.7%	11.8%	12.4%
Foreign Language	8	6	7	8	7	5.7%	4.0%	4.4%	5.3%	4.8%
Mathematics	18	19	20	22	21	12.8%	12.6%	12.6%	14.5%	14.5%
Science	19	16	16	19	18	13.5%	10.6%	10.1%	12.5%	12.4%
Vocational Education	35	36	37	38	36	24.8%	23.8%	23.3%	25.0%	24.8%
Other High School	23	37	41	23	23	16.3%	24.5%	25.8%	15.1%	15.9%

Total Enrollments	10,987	11,198	11,354	11,297	11,410	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	918	963	861	879	867	8.4%	8.6%	7.6%	7.8%	7.6%
Grades 1-4	3,402	3,558	3,690	3,679	3,653	31.0%	31.8%	32.5%	32.6%	32.0%
Grades 5-6	1,682	1,707	1,704	1,722	1,742	15.3%	15.2%	15.0%	15.2%	15.3%
Grades 7-8	1,572	1,640	1,715	1,703	1,703	14.3%	14.6%	15.1%	15.1%	14.9%
Grades 9-12	3,251	3,169	3,196	3,066	3,183	29.6%	28.3%	28.1%	27.1%	27.9%
Ungraded	162	161	188	248	262	1.5%	1.4%	1.7%	2.2%	2.3%



District Report for: BLOUNT COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	27	28	26	29	30	4.6%	4.4%	4.0%	4.4%	4.6%
White - Females	7	7	7	10	14	25.9%	25.0%	26.9%	34.5%	46.7%
White - Males	20	21	19	18	15	74.1%	75.0%	73.1%	62.1%	50.0%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	61	59	64	69	71	10.3%	9.3%	9.8%	10.6%	10.9%
White - Females	50	49	51	58	52	82.0%	83.1%	79.7%	84.1%	73.2%
White - Males	9	8	11	10	17	14.8%	13.6%	17.2%	14.5%	23.9%
Black - Females	2	2	2	1	2	3.3%	3.4%	3.1%	1.4%	2.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	504	545	562	556	548	85.1%	86.2%	86.2%	85.0%	84.4%
White - Females	370	403	419	412	410	73.4%	73.9%	74.6%	74.1%	74.8%
White - Males	128	134	136	135	126	25.4%	24.6%	24.2%	24.3%	23.0%
Black - Females	2	4	3	4	8	0.4%	0.7%	0.5%	0.7%	1.5%
Black - Males	2	2	2	3	1	0.4%	0.4%	0.4%	0.5%	0.2%
Other - Females	2	2	2	2	2	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	12	8	1	5	0.6%	2.3%	1.5%	0.2%	1.1%
25-29	37	57	48	44	41	7.7%	11.1%	9.1%	8.7%	8.7%
30-34	51	51	62	68	55	10.6%	9.9%	11.8%	13.4%	11.6%
35-39	36	37	39	40	47	7.5%	7.2%	7.4%	7.9%	9.9%
40-45	98	91	79	67	55	20.3%	17.7%	15.0%	13.2%	11.6%
45-49	108	118	115	105	98	22.4%	23.0%	21.9%	20.8%	20.7%
50-54	83	81	96	108	107	17.2%	15.8%	18.3%	21.3%	22.6%
55+	66	67	78	73	65	13.7%	13.0%	14.9%	14.4%	13.7%
Average Age	44.3	43.2	44.2	44.5	44.4					

Experience Distribution

Teachers by Experience

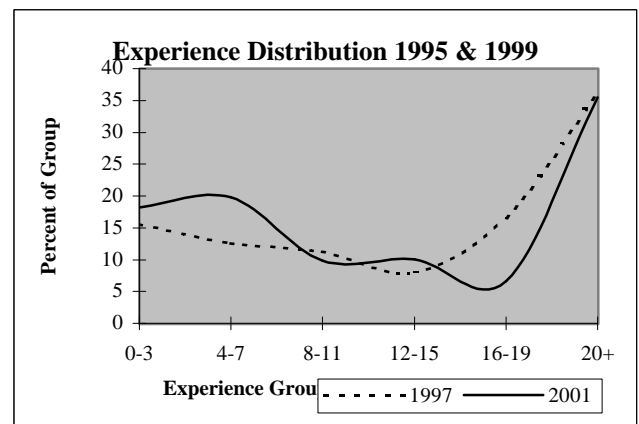
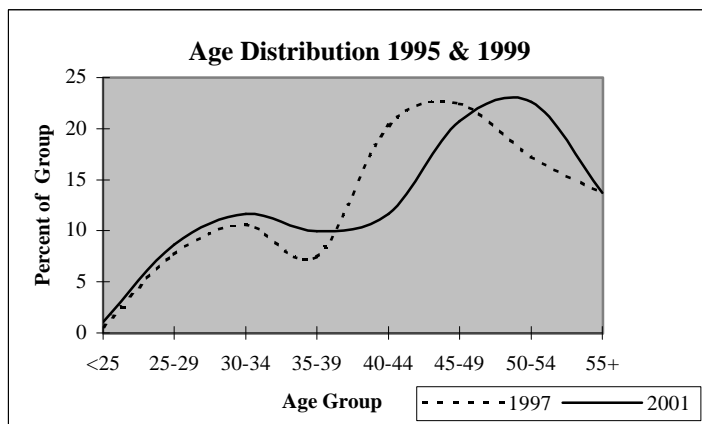
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	82	124	118	106	107	15.6%	21.7%	19.9%	17.8%	18.2%
4-7 Years	66	69	77	96	116	12.5%	12.1%	13.0%	16.2%	19.8%
8-11 Years	59	61	66	65	58	11.2%	10.7%	11.1%	10.9%	9.9%
12-15 Years	42	50	50	54	59	8.0%	8.8%	8.4%	9.1%	10.1%
16-19 Years	87	72	56	42	39	16.5%	12.6%	9.4%	7.1%	6.6%
20+ Years	190	195	226	231	208	36.1%	34.2%	38.1%	38.9%	35.4%
Average Experience	15.1	13.9	14.5	14.6	13.9					

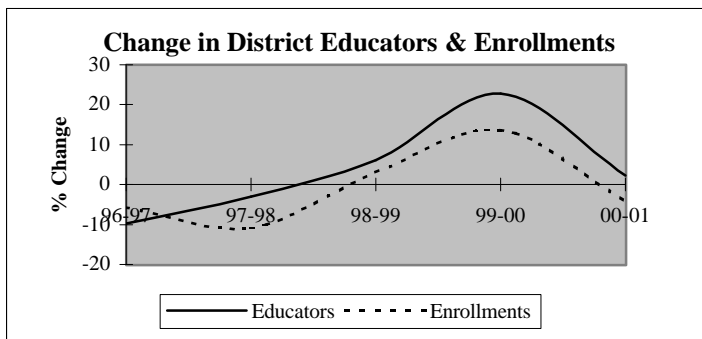
District Report for: BLOUNT COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	39	40	58	79	-	6.4%	6.1%	8.5%	11.3%	-
Attrition from Transfers	5	13	15	12	-	0.8%	2.0%	2.2%	1.7%	-
Attrition from Exits	34	27	43	67	-	5.5%	4.1%	6.3%	9.6%	-
Teacher Attrition	33	39	49	63	-	6.3%	6.8%	8.3%	10.6%	-
Attrition from Transfers	5	13	14	9	-	1.0%	2.3%	2.4%	1.5%	-
Attrition from Exits	28	26	35	54	-	5.3%	4.6%	5.9%	9.1%	-
District Retention										
Educator Retention	575	618	627	619	-	93.6%	93.9%	91.5%	88.7%	-
Teacher Retention	493	532	544	531	-	93.7%	93.2%	91.7%	89.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	67.7%	16.2%	16.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.2%	3.1%	7.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	94.3%	1.6%	4.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.2%	1.7%	9.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.9%	3.0%	2.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.8%	0.0%	6.2%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.6%	8.9%	12.1%	13.9%	16.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.0%	5.0%	7.6%	7.4%	7.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.5%	0.9%	1.0%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.9%	88.9%	90.8%	91.5%	91.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	10.6%	8.3%	7.3%	7.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.6	13.4	13.1	12.1	11.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.0	15.5	15.3	13.5	12.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-11	-3	6	24	3	-	-	-	-	-
% Change in Educators	-9.7%	-2.9%	6.1%	22.9%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-91	-163	42	188	-64	-	-	-	-	-
% Change in Enrollment:	-5.7%	-10.9%	3.2%	13.7%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.0%	3.0%	1.9%	1.6%	3.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.1%	4.8%	3.1%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.8%	8.1%	9.5%	7.0%	6.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	13.9%	13.3%	12.6%	12.7%	12.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	20.0%	20.0%	20.0%	25.0%	14.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	0.0%	0.0%	25.0%	42.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.0	43.3	40.7	41.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.3	15.2	12.1	11.6	13.8	13.7	13.7	13.4	13.3
Average Salary	41,975	42,093	43,674	41,029	40,132	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	14.9%	14.1%	13.6%	13.3%	13.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	67.0%	67.4%	67.8%	67.2%	67.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.1%	7.0%	7.8%	8.6%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	28.5%	na	27.5%	27.6%	27.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.2%	0.6%	1.2%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

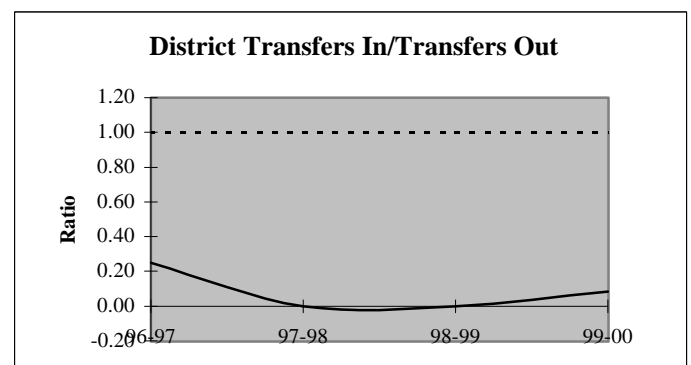
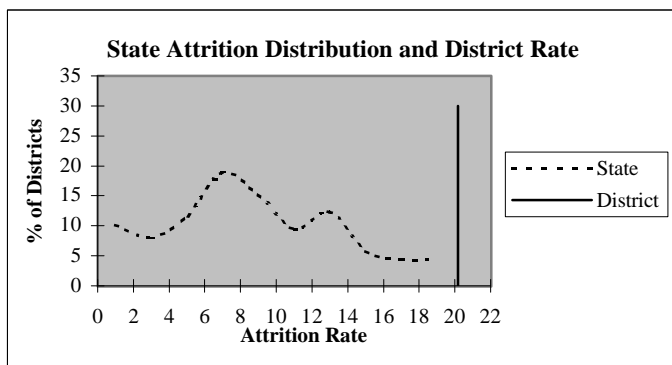
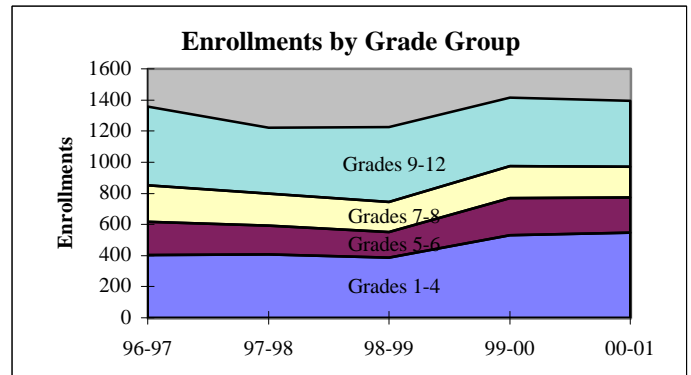
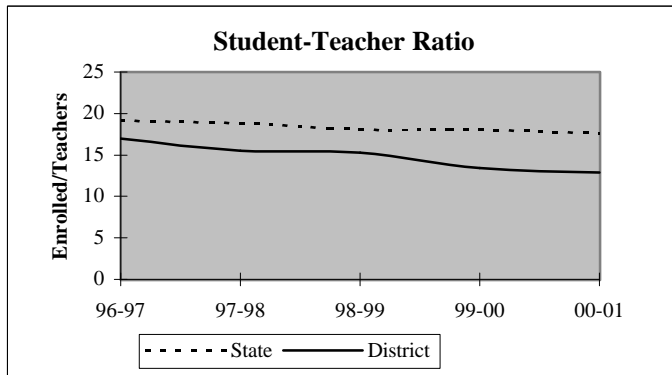
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	102	99	105	129	132	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	97	91	94	101	103	95.1%	91.9%	89.5%	78.3%	78.0%
Newly Hired	5	8	11	28	29	4.9%	8.1%	10.5%	21.7%	22.0%
Transfers In	1	4	1	1	0	20.0%	50.0%	9.1%	3.6%	0.0%
Reentrants	4	4	8	2	4	80.0%	50.0%	72.7%	7.1%	13.8%
First Time Educators	0	0	2	25	25	0.0%	0.0%	18.2%	89.3%	86.2%
Total Exiting Next Year	11	5	4	26	-	10.8%	5.1%	3.8%	20.2%	-
Transfers Out	4	0	0	12	-	36.4%	0.0%	0.0%	46.2%	-
Leave Tennessee Educ.	7	5	4	14	-	63.6%	100.0%	100.0%	53.8%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	10.8%	5.1%	3.8%	20.2%	-
Transfers In/Out	0.25	nc	nc	0.08	-

District Report for: ALCOA

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	102	99	105	129	132	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	4	7	4.9%	5.1%	4.8%	3.1%	5.3%
Professional Staff	9	8	10	9	9	8.8%	8.1%	9.5%	7.0%	6.8%
Total Teachers	88	86	90	116	116	86.3%	86.9%	85.7%	89.9%	87.9%
Special Education	8	6	7	10	10	9.1%	7.0%	7.8%	8.6%	8.6%
Pre-K & Kindergarten	6	6	6	8	5	6.8%	7.0%	6.7%	6.9%	4.3%
Elementary (1-4)	29	29	31	39	43	33.0%	33.7%	34.4%	33.6%	37.1%
Middle School (5-6)	11	11	11	15	14	12.5%	12.8%	12.2%	12.9%	12.1%
Jr. High (7-8)	10	11	11	15	13	11.4%	12.8%	12.2%	12.9%	11.2%
High School (9-12)	24	23	24	29	31	27.3%	26.7%	26.7%	25.0%	26.7%
Business	0	0	1	2	2	0.0%	0.0%	4.2%	6.9%	6.5%
Language Arts	4	3	3	5	5	16.7%	13.0%	12.5%	17.2%	16.1%
Social Studies	3	3	2	2	3	12.5%	13.0%	8.3%	6.9%	9.7%
Foreign Language	1	1	1	2	2	4.2%	4.3%	4.2%	6.9%	6.5%
Mathematics	3	4	3	4	4	12.5%	17.4%	12.5%	13.8%	12.9%
Science	3	3	3	3	3	12.5%	13.0%	12.5%	10.3%	9.7%
Vocational Education	3	4	3	2	2	12.5%	17.4%	12.5%	6.9%	6.5%
Other High School	7	5	8	9	10	29.2%	21.7%	33.3%	31.0%	32.3%

Total Enrollments	1,494	1,331	1,373	1,561	1,497	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	109	105	122	129	95	7.3%	7.9%	8.9%	8.3%	6.3%
Grades 1-4	404	406	386	529	547	27.0%	30.5%	28.1%	33.9%	36.5%
Grades 5-6	215	188	167	242	226	14.4%	14.1%	12.2%	15.5%	15.1%
Grades 7-8	232	206	193	202	197	15.5%	15.5%	14.1%	12.9%	13.2%
Grades 9-12	507	423	478	441	424	33.9%	31.8%	34.8%	28.3%	28.3%
Ungraded	27	3	27	18	8	1.8%	0.2%	2.0%	1.2%	0.5%



District Report for: ALCOA

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	5	4	7	5.0%	5.1%	4.9%	3.2%	5.5%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	28.6%
White - Males	4	4	4	2	4	80.0%	80.0%	80.0%	50.0%	57.1%
Black - Females	1	0	0	0	1	20.0%	0.0%	0.0%	0.0%	14.3%
Black - Males	0	1	1	1	0	0.0%	20.0%	20.0%	25.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	10	9	9	8.9%	8.2%	9.7%	7.1%	7.0%
White - Females	6	6	7	6	8	66.7%	75.0%	70.0%	66.7%	88.9%
White - Males	3	2	3	3	1	33.3%	25.0%	30.0%	33.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	87	85	88	113	112	86.1%	86.7%	85.4%	89.7%	87.5%
White - Females	48	47	50	64	64	55.2%	55.3%	56.8%	56.6%	57.1%
White - Males	26	26	26	34	33	29.9%	30.6%	29.5%	30.1%	29.5%
Black - Females	8	8	8	11	10	9.2%	9.4%	9.1%	9.7%	8.9%
Black - Males	3	2	2	2	2	3.4%	2.4%	2.3%	1.8%	1.8%
Other - Females	2	2	2	2	2	2.3%	2.4%	2.3%	1.8%	1.8%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	1	11	9	0.0%	0.0%	1.2%	10.4%	9.1%
25-29	5	4	4	9	8	5.9%	4.8%	4.7%	8.5%	8.1%
30-34	12	11	10	13	12	14.1%	13.1%	11.6%	12.3%	12.1%
35-39	14	16	16	18	16	16.5%	19.0%	18.6%	17.0%	16.2%
40-45	15	16	18	11	12	17.6%	19.0%	20.9%	10.4%	12.1%
45-49	19	16	13	18	15	22.4%	19.0%	15.1%	17.0%	15.2%
50-54	13	13	17	19	19	15.3%	15.5%	19.8%	17.9%	19.2%
55+	7	8	7	7	8	8.2%	9.5%	8.1%	6.6%	8.1%
Average Age	42.9	43.0	43.3	40.7	41.2					

Experience Distribution

Teachers by Experience

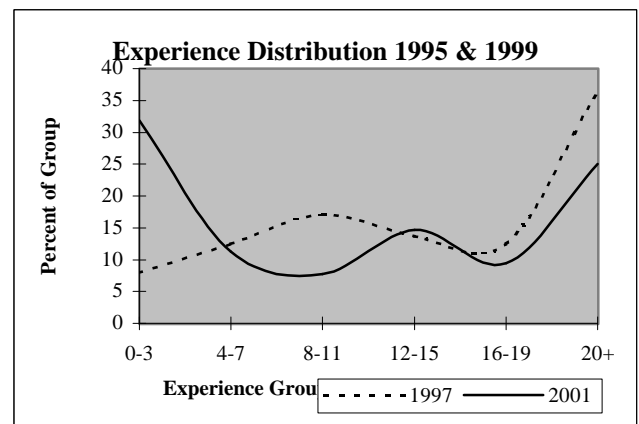
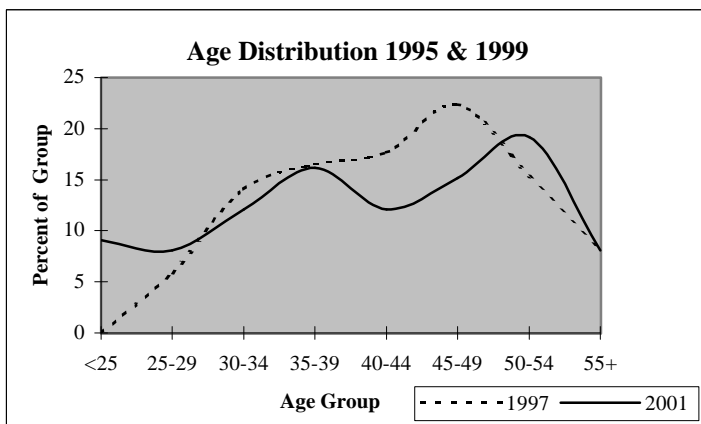
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	8	11	34	37	8.0%	9.3%	12.2%	29.3%	31.9%
4-7 Years	11	12	11	13	13	12.5%	14.0%	12.2%	11.2%	11.2%
8-11 Years	15	13	12	12	9	17.0%	15.1%	13.3%	10.3%	7.8%
12-15 Years	12	11	15	14	17	13.6%	12.8%	16.7%	12.1%	14.7%
16-19 Years	11	11	11	12	11	12.5%	12.8%	12.2%	10.3%	9.5%
20+ Years	32	31	30	31	29	36.4%	36.0%	33.3%	26.7%	25.0%
Average Experience	15.4	15.3	15.2	12.1	11.6					

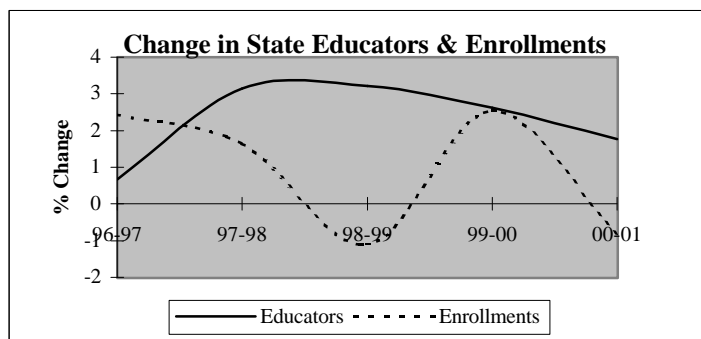
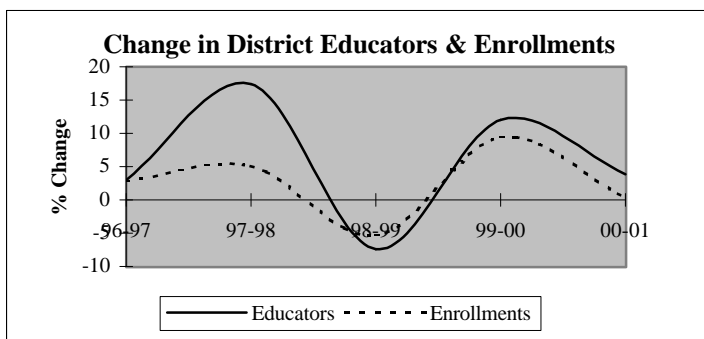
District Report for: ALCOA

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	5	4	26	-	10.8%	5.1%	3.8%	20.2%	-
Attrition from Transfers	4	0	0	12	-	3.9%	0.0%	0.0%	9.3%	-
Attrition from Exits	7	5	4	14	-	6.9%	5.1%	3.8%	10.9%	-
Teacher Attrition	8	5	2	25	-	9.1%	5.8%	2.2%	21.6%	-
Attrition from Transfers	3	0	0	11	-	3.4%	0.0%	0.0%	9.5%	-
Attrition from Exits	5	5	2	14	-	5.7%	5.8%	2.2%	12.1%	-
District Retention										
Educator Retention	91	94	101	103	-	89.2%	94.9%	96.2%	79.8%	-
Teacher Retention	80	81	88	91	-	90.9%	94.2%	97.8%	78.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	25.9%	40.7%	33.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	80.0%	0.0%	20.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.9%	0.0%	11.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	7.7%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	0.8%	4.8%	2.9%	6.2%	9.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.0%	0.7%	0.8%	0.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	1.0%	2.9%	0.8%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.1%	94.9%	87.6%	78.3%	77.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.9%	4.0%	9.5%	20.9%	22.0%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	14.9	13.4	13.7	13.3	12.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.3	15.1	15.8	15.4	14.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	48	-24	36	13	-	-	-	-	-
% Change in Educators	3.0%	17.4%	-7.4%	12.0%	3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	113	211	-232	386	17	-	-	-	-	-
% Change in Enrollment:	2.8%	5.1%	-5.4%	9.4%	0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	4.3%	4.6%	5.7%	5.4%	8.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	3.7%	4.3%	4.8%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.4%	8.0%	9.0%	8.6%	8.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	2.3%	1.8%	1.6%	2.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	15.4%	25.0%	27.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.8	41.8	44.0	42.5	42.8	43.3	43.5	43.6	43.7	43.9
Average Experience	15.0	12.9	14.6	13.5	13.0	13.8	13.7	13.7	13.4	13.3
Average Salary	36,772	36,067	40,800	40,592	40,845	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	2.6%	2.1%	1.8%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.6%	76.2%	74.6%	77.3%	78.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.1%	9.8%	10.8%	10.3%	12.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.2%	na	6.5%	6.1%	6.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	3.1%	2.2%	2.8%	1.8%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	276	324	300	336	349	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	260	260	277	280	288	94.2%	80.2%	92.3%	83.3%	82.5%
Newly Hired	16	64	23	56	61	5.8%	19.8%	7.7%	16.7%	17.5%
Transfers In	0	6	6	6	20	0.0%	9.4%	26.1%	10.7%	32.8%
Reentrants	13	12	12	18	12	81.3%	18.8%	52.2%	32.1%	19.7%
First Time Educators	3	46	5	32	29	18.8%	71.9%	21.7%	57.1%	47.5%
Total Exiting Next Year	16	47	20	48	-	5.8%	14.5%	6.7%	14.3%	-
Transfers Out	2	24	4	22	-	12.5%	51.1%	20.0%	45.8%	-
Leave Tennessee Educ.	14	23	16	26	-	87.5%	48.9%	80.0%	54.2%	-

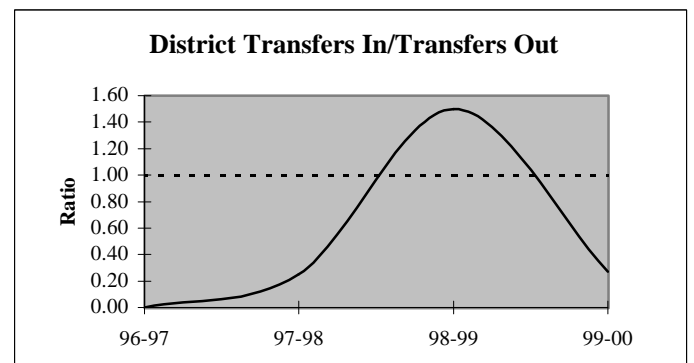
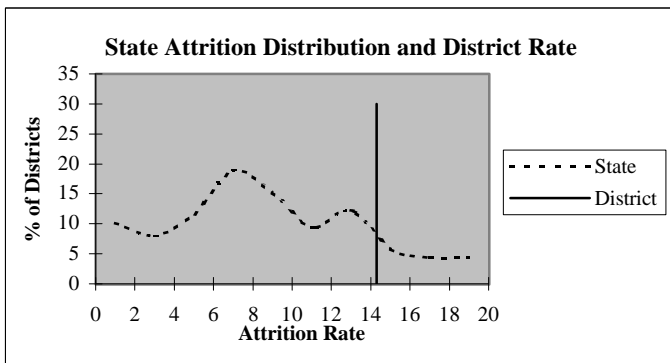
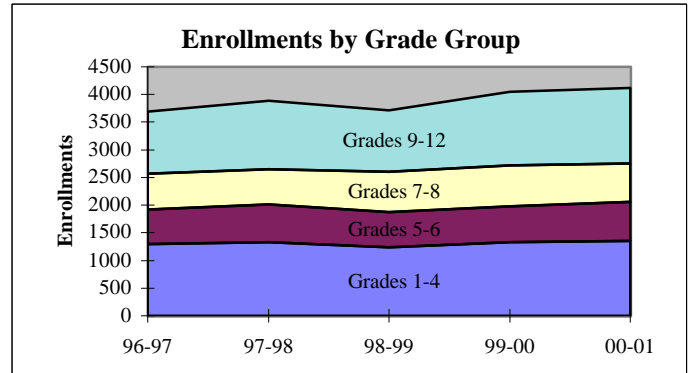
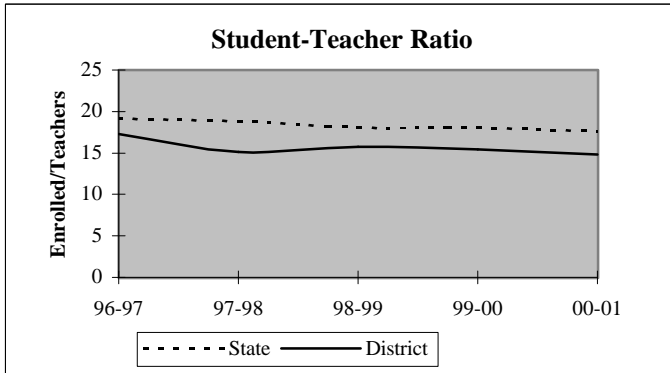
Dynamics Rates

District Rates					
District Attrition	5.8%	14.5%	6.7%	14.3%	-
Transfers In/Out	0.00	0.25	1.50	0.27	-

District Report for: MARYVILLE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	276	324	300	336	349	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	13	16	18	4.3%	3.7%	4.3%	4.8%	5.2%
Professional Staff	26	26	27	29	28	9.4%	8.0%	9.0%	8.6%	8.0%
Total Teachers	238	286	260	291	303	86.2%	88.3%	86.7%	86.6%	86.8%
Special Education	24	28	28	30	37	10.1%	9.8%	10.8%	10.3%	12.2%
Pre-K & Kindergarten	16	18	17	26	18	6.7%	6.3%	6.5%	8.9%	5.9%
Elementary (1-4)	87	109	91	102	107	36.6%	38.1%	35.0%	35.1%	35.3%
Middle School (5-6)	26	31	23	23	32	10.9%	10.8%	8.8%	7.9%	10.6%
Jr. High (7-8)	29	35	38	41	32	12.2%	12.2%	14.6%	14.1%	10.6%
High School (9-12)	56	65	63	69	77	23.5%	22.7%	24.2%	23.7%	25.4%
Business	2	3	3	2	3	3.6%	4.6%	4.8%	2.9%	3.9%
Language Arts	9	9	9	9	11	16.1%	13.8%	14.3%	13.0%	14.3%
Social Studies	6	8	9	10	10	10.7%	12.3%	14.3%	14.5%	13.0%
Foreign Language	4	3	4	5	5	7.1%	4.6%	6.3%	7.2%	6.5%
Mathematics	7	9	9	10	12	12.5%	13.8%	14.3%	14.5%	15.6%
Science	7	9	8	7	7	12.5%	13.8%	12.7%	10.1%	9.1%
Vocational Education	5	4	4	4	5	8.9%	6.2%	6.3%	5.8%	6.5%
Other High School	16	20	17	22	24	28.6%	30.8%	27.0%	31.9%	31.2%

Total Enrollments	4,117	4,328	4,096	4,482	4,499	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	322	313	283	310	295	7.8%	7.2%	6.9%	6.9%	6.6%
Grades 1-4	1,298	1,333	1,240	1,330	1,351	31.5%	30.8%	30.3%	29.7%	30.0%
Grades 5-6	627	678	629	653	708	15.2%	15.7%	15.4%	14.6%	15.7%
Grades 7-8	647	641	738	737	690	15.7%	14.8%	18.0%	16.4%	15.3%
Grades 9-12	1,122	1,230	1,111	1,327	1,375	27.3%	28.4%	27.1%	29.6%	30.6%
Ungraded	101	133	95	125	80	2.5%	3.1%	2.3%	2.8%	1.8%



District Report for: MARYVILLE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	12	12	13	15	17	4.6%	3.9%	4.6%	4.7%	5.2%
White - Females	3	3	2	4	5	25.0%	25.0%	15.4%	26.7%	29.4%
White - Males	9	9	11	11	12	75.0%	75.0%	84.6%	73.3%	70.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	24	25	27	27	9.1%	7.8%	8.9%	8.5%	8.3%
White - Females	21	21	23	25	25	87.5%	87.5%	92.0%	92.6%	92.6%
White - Males	3	3	2	2	2	12.5%	12.5%	8.0%	7.4%	7.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	227	271	243	275	283	86.3%	88.3%	86.5%	86.8%	86.5%
White - Females	169	203	180	209	217	74.4%	74.9%	74.1%	76.0%	76.7%
White - Males	54	61	58	61	58	23.8%	22.5%	23.9%	22.2%	20.5%
Black - Females	3	6	4	3	5	1.3%	2.2%	1.6%	1.1%	1.8%
Black - Males	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	0.7%
Other - Females	1	1	1	2	1	0.4%	0.4%	0.4%	0.7%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	23	0	20	13	0.5%	9.1%	0.0%	8.0%	5.3%
25-29	13	17	21	21	21	5.9%	6.7%	9.2%	8.4%	8.6%
30-34	29	33	29	29	33	13.2%	13.0%	12.7%	11.6%	13.5%
35-39	24	23	26	22	22	11.0%	9.1%	11.4%	8.8%	9.0%
40-45	44	42	32	33	30	20.1%	16.5%	14.0%	13.2%	12.3%
45-49	46	47	41	41	45	21.0%	18.5%	18.0%	16.4%	18.4%
50-54	41	46	51	53	53	18.7%	18.1%	22.4%	21.2%	21.7%
55+	21	23	28	31	27	9.6%	9.1%	12.3%	12.4%	11.1%
Average Age	43.8	41.8	44.0	42.5	42.8					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	24	71	40	65	70	10.1%	24.8%	15.4%	22.3%	23.1%
4-7 Years	33	34	30	35	41	13.9%	11.9%	11.5%	12.0%	13.5%
8-11 Years	31	27	33	36	40	13.0%	9.4%	12.7%	12.4%	13.2%
12-15 Years	37	35	39	34	27	15.5%	12.2%	15.0%	11.7%	8.9%
16-19 Years	32	36	28	25	33	13.4%	12.6%	10.8%	8.6%	10.9%
20+ Years	81	83	90	96	92	34.0%	29.0%	34.6%	33.0%	30.4%
Average Experience	15.0	12.9	14.6	13.5	13.0					

District Report for: MARYVILLE

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	16	47	20	48	-	5.8%	14.5%	6.7%	14.3%	-
Attrition from Transfers	2	24	4	22	-	0.7%	7.4%	1.3%	6.5%	-
Attrition from Exits	14	23	16	26	-	5.1%	7.1%	5.3%	7.7%	-
Teacher Attrition	15	45	19	42	-	6.3%	15.7%	7.3%	14.4%	-
Attrition from Transfers	2	24	4	20	-	0.8%	8.4%	1.5%	6.9%	-
Attrition from Exits	13	21	15	22	-	5.5%	7.3%	5.8%	7.6%	-
District Retention										
Educator Retention	260	277	280	288	-	94.2%	85.5%	93.3%	85.7%	-
Teacher Retention	223	241	241	249	-	93.7%	84.3%	92.7%	85.6%	-

Teacher Retention

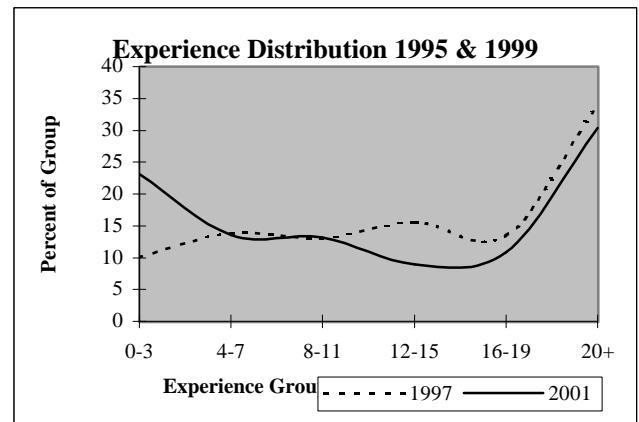
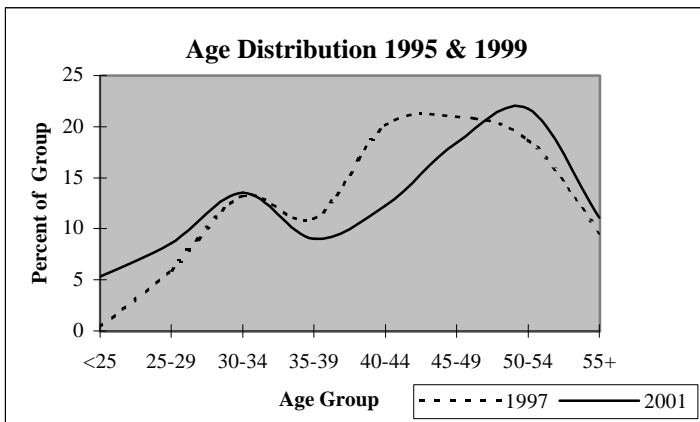
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	37.2%	43.0%	19.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	79.2%	5.7%	15.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	84.1%	4.5%	11.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.1%	2.4%	9.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	97.1%	0.0%	2.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.0%	0.0%	5.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

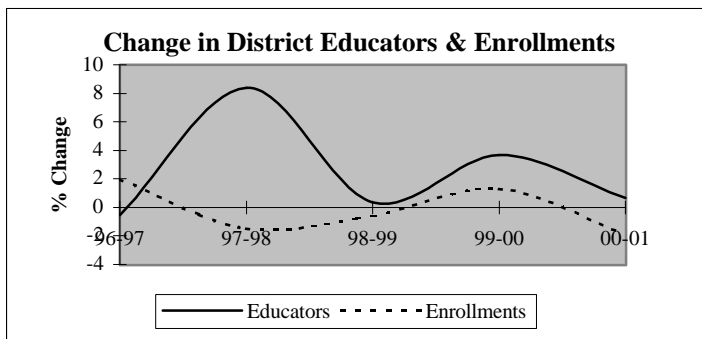
	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.3%	7.9%	8.5%	10.1%	12.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.4%	2.6%	3.4%	3.9%	5.1%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	2.9%	1.9%	2.7%	3.0%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.9%	79.9%	91.7%	81.3%	85.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.4%	0.3%	0.0%	0.3%	0.6%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	17.9%	5.7%	15.5%	12.6%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: BRADLEY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.6	16.0	15.8	15.4	15.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.5	18.5	18.5	17.9	17.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	46	2	22	4	-	-	-	-	-
% Change in Educators	-0.5%	8.4%	0.3%	3.7%	0.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	187	-145	-56	124	-179	-	-	-	-	-
% Change in Enrollment:	2.0%	-1.5%	-0.6%	1.3%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.2%	0.5%	0.5%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.2%	4.2%	3.7%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.7%	10.4%	10.2%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.4%	1.2%	1.4%	1.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	8.3%	8.0%	8.0%	13.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.3	43.4	44.0	44.6	45.1	43.3	43.5	43.6	43.7	43.9
Average Experience	14.8	14.6	14.7	14.5	14.6	13.8	13.7	13.7	13.4	13.3
Average Salary	34,448	34,685	35,683	36,610	36,661	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.2%	1.0%	1.2%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.8%	76.8%	76.1%	77.5%	77.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.4%	7.2%	7.2%	7.5%	7.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.9%	na	3.0%	3.1%	3.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	0.8%	0.5%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

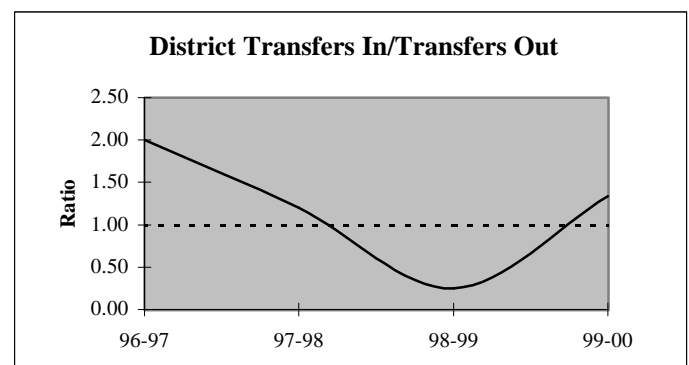
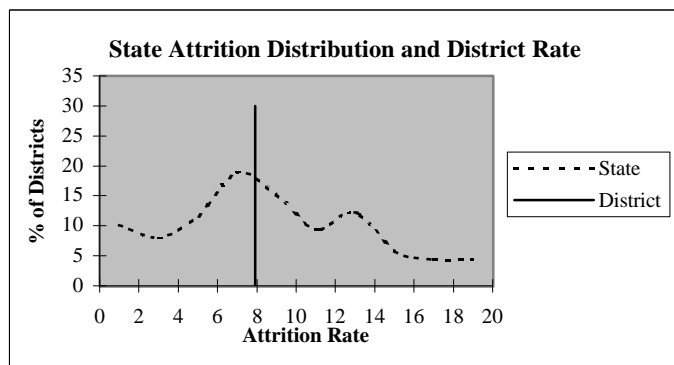
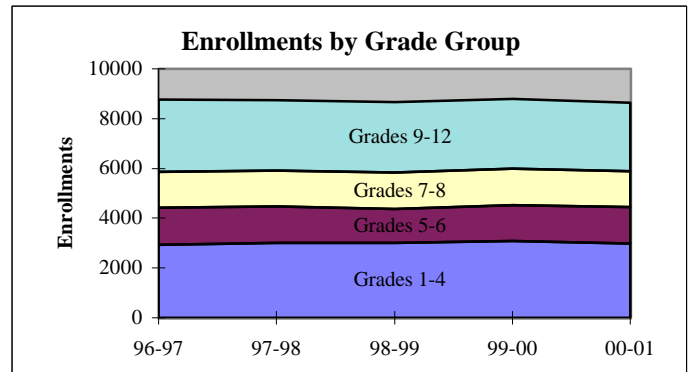
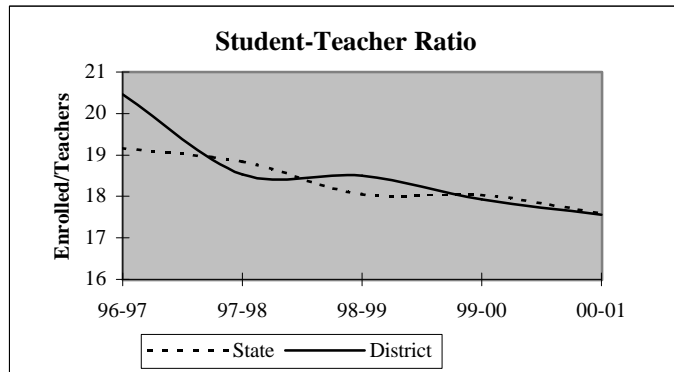
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	550	596	598	620	624	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	502	543	548	551	571	91.3%	91.1%	91.6%	88.9%	91.5%
Newly Hired	48	53	50	69	53	8.7%	8.9%	8.4%	11.1%	8.5%
Transfers In	4	12	2	8	7	8.3%	22.6%	4.0%	11.6%	13.2%
Reentrants	16	26	20	25	19	33.3%	49.1%	40.0%	36.2%	35.8%
First Time Educators	28	15	28	36	27	58.3%	28.3%	56.0%	52.2%	50.9%
Total Exiting Next Year	7	48	47	49	-	1.3%	8.1%	7.9%	7.9%	-
Transfers Out	2	10	8	6	-	28.6%	20.8%	17.0%	12.2%	-
Leave Tennessee Educ.	5	38	39	43	-	71.4%	79.2%	83.0%	87.8%	-

Dynamics Rates	District Rates				
District Attrition	1.3%	8.1%	7.9%	7.9%	-
Transfers In/Out	2.00	1.20	0.25	1.33	-

District Report for: BRADLEY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	550	596	598	620	624	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	24	25	25	23	24	4.4%	4.2%	4.2%	3.7%	3.8%
Professional Staff	54	58	62	63	65	9.8%	9.7%	10.4%	10.2%	10.4%
Total Teachers	472	513	511	534	535	85.8%	86.1%	85.5%	86.1%	85.7%
Special Education	35	37	37	40	38	7.4%	7.2%	7.2%	7.5%	7.1%
Pre-K & Kindergarten	30	33	34	37	36	6.4%	6.4%	6.7%	6.9%	6.7%
Elementary (1-4)	161	177	183	193	192	34.1%	34.5%	35.8%	36.1%	35.9%
Middle School (5-6)	57	63	59	60	63	12.1%	12.3%	11.5%	11.2%	11.8%
Jr. High (7-8)	50	52	51	55	59	10.6%	10.1%	10.0%	10.3%	11.0%
High School (9-12)	139	151	147	149	147	29.4%	29.4%	28.8%	27.9%	27.5%
Business	8	7	6	6	6	5.8%	4.6%	4.1%	4.0%	4.1%
Language Arts	17	17	19	19	19	12.2%	11.3%	12.9%	12.8%	12.9%
Social Studies	17	17	19	17	17	12.2%	11.3%	12.9%	11.4%	11.6%
Foreign Language	7	5	6	6	6	5.0%	3.3%	4.1%	4.0%	4.1%
Mathematics	13	15	16	17	16	9.4%	9.9%	10.9%	11.4%	10.9%
Science	14	13	14	14	14	10.1%	8.6%	9.5%	9.4%	9.5%
Vocational Education	26	25	26	25	22	18.7%	16.6%	17.7%	16.8%	15.0%
Other High School	37	52	41	45	47	26.6%	34.4%	27.9%	30.2%	32.0%

Total Enrollments	9,654	9,509	9,453	9,577	9,398	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	757	700	715	721	697	7.8%	7.4%	7.6%	7.5%	7.4%
Grades 1-4	2,932	3,018	2,995	3,088	2,977	30.4%	31.7%	31.7%	32.2%	31.7%
Grades 5-6	1,491	1,444	1,379	1,441	1,482	15.4%	15.2%	14.6%	15.0%	15.8%
Grades 7-8	1,438	1,458	1,450	1,463	1,438	14.9%	15.3%	15.3%	15.3%	15.3%
Grades 9-12	2,899	2,811	2,837	2,795	2,747	30.0%	29.6%	30.0%	29.2%	29.2%
Ungraded	137	78	77	69	57	1.4%	0.8%	0.8%	0.7%	0.6%



District Report for: BRADLEY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	24	25	25	23	23	4.5%	4.3%	4.4%	3.9%	3.9%
White - Females	2	2	2	3	5	8.3%	8.0%	8.0%	13.0%	21.7%
White - Males	22	23	23	20	18	91.7%	92.0%	92.0%	87.0%	78.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	51	55	59	58	62	9.6%	9.6%	10.4%	9.9%	10.5%
White - Females	36	38	41	39	42	70.6%	69.1%	69.5%	67.2%	67.7%
White - Males	13	15	16	17	18	25.5%	27.3%	27.1%	29.3%	29.0%
Black - Females	1	1	1	1	1	2.0%	1.8%	1.7%	1.7%	1.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.0%	1.8%	1.7%	1.7%	1.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	455	495	482	503	503	85.8%	86.1%	85.2%	86.1%	85.5%
White - Females	345	381	373	396	397	75.8%	77.0%	77.4%	78.7%	78.9%
White - Males	105	108	104	101	100	23.1%	21.8%	21.6%	20.1%	19.9%
Black - Females	3	3	3	4	4	0.7%	0.6%	0.6%	0.8%	0.8%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	1	1	1	0.2%	0.4%	0.2%	0.2%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	4	3	4	5	1.2%	0.9%	0.7%	0.9%	1.2%
25-29	39	42	40	33	29	9.2%	9.3%	9.3%	7.8%	7.0%
30-34	57	67	55	58	53	13.4%	14.9%	12.8%	13.7%	12.8%
35-39	41	44	44	39	41	9.6%	9.8%	10.2%	9.2%	9.9%
40-45	62	62	58	48	47	14.6%	13.8%	13.5%	11.3%	11.4%
45-49	96	84	74	72	62	22.6%	18.7%	17.2%	17.0%	15.0%
50-54	86	98	106	99	94	20.2%	21.8%	24.6%	23.3%	22.7%
55+	39	49	51	71	83	9.2%	10.9%	11.8%	16.7%	20.0%
Average Age	43.3	43.4	44.0	44.6	45.1					

Experience Distribution

Teachers by Experience

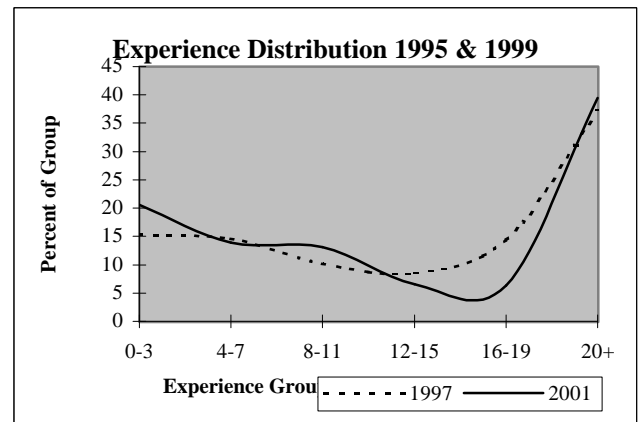
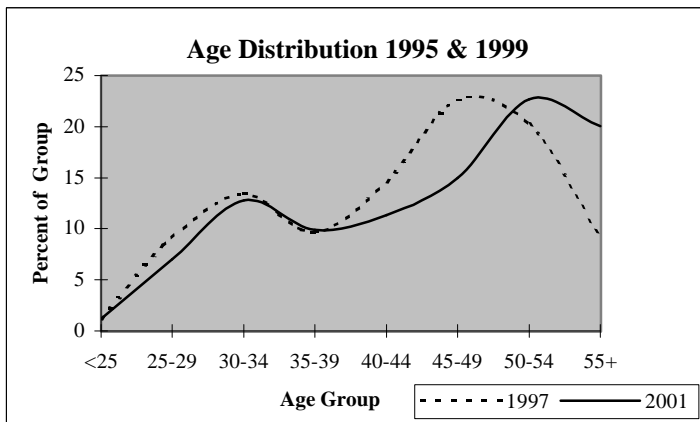
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	72	92	96	120	110	15.3%	17.9%	18.8%	22.5%	20.6%
4-7 Years	69	69	65	63	74	14.6%	13.5%	12.7%	11.8%	13.9%
8-11 Years	48	55	59	58	70	10.2%	10.7%	11.5%	10.9%	13.1%
12-15 Years	40	47	44	40	35	8.5%	9.2%	8.6%	7.5%	6.6%
16-19 Years	68	57	43	40	34	14.4%	11.1%	8.4%	7.5%	6.4%
20+ Years	175	193	204	212	211	37.1%	37.6%	39.9%	39.8%	39.5%
Average Experience	14.8	14.6	14.7	14.5	14.6					

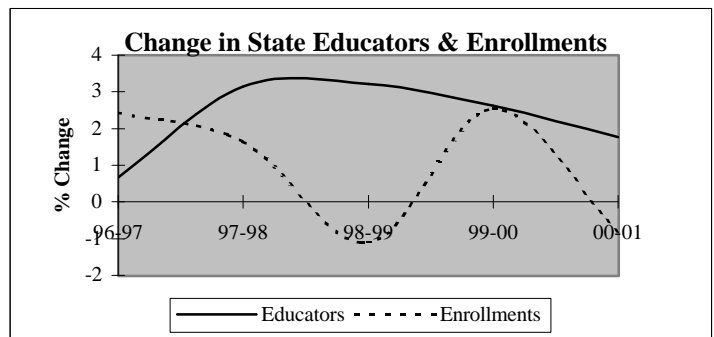
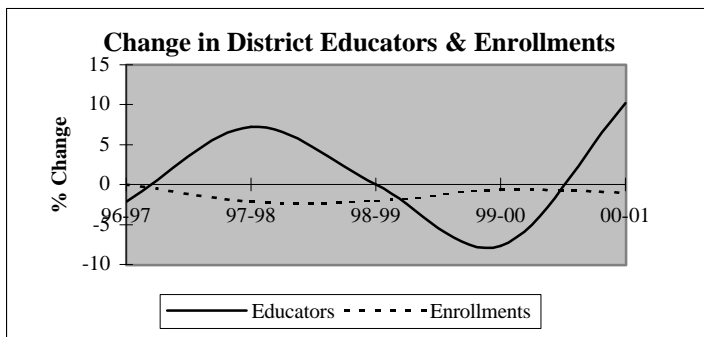
District Report for: BRADLEY COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	48	47	49	-	1.3%	8.1%	7.9%	7.9%	-
Attrition from Transfers	2	10	8	6	-	0.4%	1.7%	1.3%	1.0%	-
Attrition from Exits	5	38	39	43	-	0.9%	6.4%	6.5%	6.9%	-
Teacher Attrition	5	44	40	35	-	1.1%	8.6%	7.8%	6.6%	-
Attrition from Transfers	1	9	6	4	-	0.2%	1.8%	1.2%	0.7%	-
Attrition from Exits	4	35	34	31	-	0.8%	6.8%	6.7%	5.8%	-
District Retention										
Educator Retention	543	548	551	571	-	98.7%	91.9%	92.1%	92.1%	-
Teacher Retention	467	469	471	499	-	98.9%	91.4%	92.2%	93.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	87.7%	4.1%	8.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.0%	0.9%	6.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.0%	4.0%	6.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	84.8%	1.0%	14.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.5%	0.0%	5.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.7%	2.3%	7.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.5%	12.0%	15.4%	20.1%	21.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.4%	8.7%	11.6%	12.1%	11.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.5%	0.8%	1.1%	1.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.3%	91.9%	91.1%	88.9%	90.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	7.4%	8.0%	10.0%	7.5%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.3	14.9	14.6	15.7	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.3	17.6	17.3	18.6	16.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-7	23	0	-26	32	-	-	-	-	-
% Change in Educators	-2.2%	7.3%	0.0%	-7.6%	10.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-1	-112	-103	-32	-49	-	-	-	-	-
% Change in Enrollment:	0.0%	-2.2%	-2.0%	-0.6%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	1.2%	1.2%	1.0%	4.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.5%	3.8%	4.5%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	12.1%	12.1%	11.1%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.6%	6.2%	6.5%	6.1%	5.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	8.3%	8.3%	7.1%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	38.5%	50.0%	53.8%	42.9%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	46.2	47.0	47.2	46.6	46.5	43.3	43.5	43.6	43.7	43.9
Average Experience	16.6	16.7	16.8	15.5	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	35,948	36,843	37,944	38,151	37,243	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.9%	6.2%	6.6%	6.8%	6.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.0%	78.7%	78.0%	79.2%	80.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.8%	8.4%	9.1%	8.7%	9.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	17.0%	na	17.9%	19.1%	20.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	2.2%	2.2%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

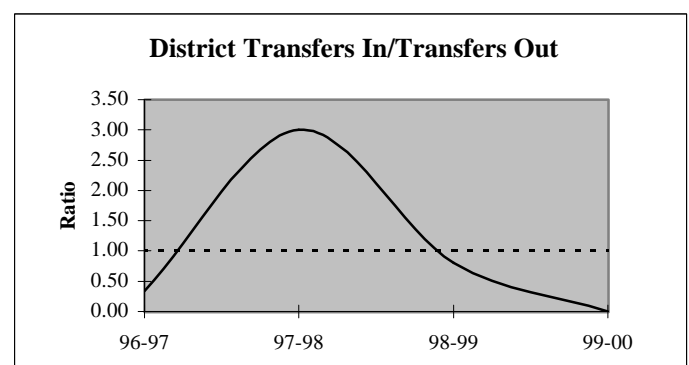
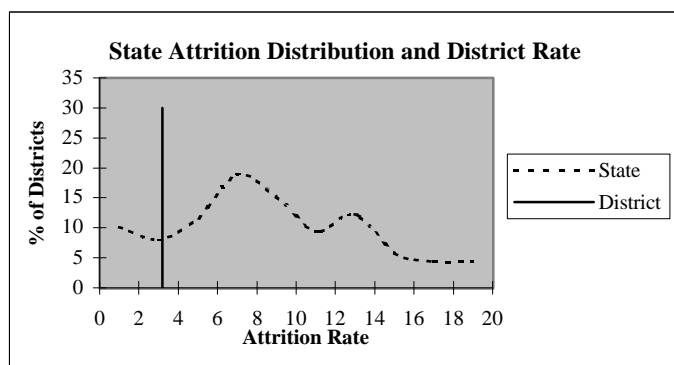
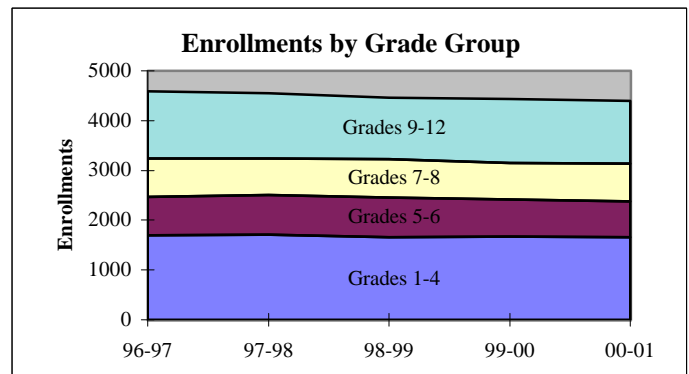
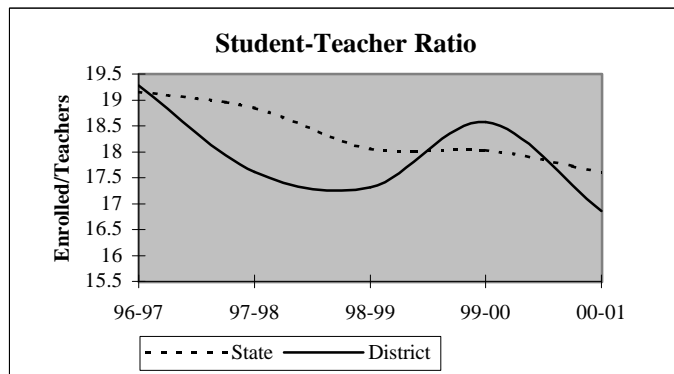
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	317	340	340	314	346	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	293	299	312	271	304	92.4%	87.9%	91.8%	86.3%	87.9%
Newly Hired	24	41	28	43	42	7.6%	12.1%	8.2%	13.7%	12.1%
Transfers In	3	9	4	3	10	12.5%	22.0%	14.3%	7.0%	23.8%
Reentrants	8	19	11	16	18	33.3%	46.3%	39.3%	37.2%	42.9%
First Time Educators	13	13	13	24	14	54.2%	31.7%	46.4%	55.8%	33.3%
Total Exiting Next Year	18	28	69	10	-	5.7%	8.2%	20.3%	3.2%	-
Transfers Out	9	3	5	0	-	50.0%	10.7%	7.2%	0.0%	-
Leave Tennessee Educ.	9	25	64	10	-	50.0%	89.3%	92.8%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.7%	8.2%	20.3%	3.2%	-
Transfers In/Out	0.33	3.00	0.80	nc	-

District Report for: CLEVELAND

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	317	340	340	314	346	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	12	13	14	15	4.1%	3.5%	3.8%	4.5%	4.3%
Professional Staff	36	41	41	35	42	11.4%	12.1%	12.1%	11.1%	12.1%
Total Teachers	268	287	286	265	289	84.5%	84.4%	84.1%	84.4%	83.5%
Special Education	21	24	26	23	26	7.8%	8.4%	9.1%	8.7%	9.0%
Pre-K & Kindergarten	20	21	20	18	19	7.5%	7.3%	7.0%	6.8%	6.6%
Elementary (1-4)	110	110	109	105	113	41.0%	38.3%	38.1%	39.6%	39.1%
Middle School (5-6)	28	32	32	33	36	10.4%	11.1%	11.2%	12.5%	12.5%
Jr. High (7-8)	34	33	33	33	30	12.7%	11.5%	11.5%	12.5%	10.4%
High School (9-12)	55	67	66	53	65	20.5%	23.3%	23.1%	20.0%	22.5%
Business	1	2	2	4	4	1.8%	3.0%	3.0%	7.5%	6.2%
Language Arts	6	9	9	6	9	10.9%	13.4%	13.6%	11.3%	13.8%
Social Studies	7	5	6	8	9	12.7%	7.5%	9.1%	15.1%	13.8%
Foreign Language	4	3	5	3	4	7.3%	4.5%	7.6%	5.7%	6.2%
Mathematics	7	8	8	7	1	12.7%	11.9%	12.1%	13.2%	1.5%
Science	7	6	7	3	7	12.7%	9.0%	10.6%	5.7%	10.8%
Vocational Education	6	8	6	9	6	10.9%	11.9%	9.1%	17.0%	9.2%
Other High School	17	26	23	13	25	30.9%	38.8%	34.8%	24.5%	38.5%

Total Enrollments	5,168	5,056	4,953	4,921	4,872	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	457	402	390	408	392	8.8%	8.0%	7.9%	8.3%	8.0%
Grades 1-4	1,702	1,712	1,659	1,676	1,660	32.9%	33.9%	33.5%	34.1%	34.1%
Grades 5-6	772	790	797	742	718	14.9%	15.6%	16.1%	15.1%	14.7%
Grades 7-8	768	735	771	736	758	14.9%	14.5%	15.6%	15.0%	15.6%
Grades 9-12	1,348	1,307	1,234	1,282	1,260	26.1%	25.9%	24.9%	26.1%	25.9%
Ungraded	121	110	102	77	84	2.3%	2.2%	2.1%	1.6%	1.7%



District Report for: CLEVELAND

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	13	12	12	14	14	4.3%	3.7%	3.7%	4.7%	4.3%
White - Females	5	6	6	6	5	38.5%	50.0%	50.0%	42.9%	35.7%
White - Males	8	5	5	7	8	61.5%	41.7%	41.7%	50.0%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	8.3%	8.3%	7.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	37	36	32	39	10.5%	11.4%	11.2%	10.8%	12.0%
White - Females	25	27	26	25	30	78.1%	73.0%	72.2%	78.1%	76.9%
White - Males	5	8	8	7	8	15.6%	21.6%	22.2%	21.9%	20.5%
Black - Females	2	2	2	0	1	6.3%	5.4%	5.6%	0.0%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	259	275	274	249	273	85.2%	84.9%	85.1%	84.4%	83.7%
White - Females	201	209	205	190	211	77.6%	76.0%	74.8%	76.3%	77.3%
White - Males	40	49	51	42	45	15.4%	17.8%	18.6%	16.9%	16.5%
Black - Females	12	12	13	12	12	4.6%	4.4%	4.7%	4.8%	4.4%
Black - Males	6	5	5	5	5	2.3%	1.8%	1.8%	2.0%	1.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	0	1	4	0.0%	0.4%	0.0%	0.5%	1.9%
25-29	17	11	13	17	14	7.0%	4.5%	5.4%	8.0%	6.5%
30-34	18	23	24	19	20	7.4%	9.4%	9.9%	9.0%	9.3%
35-39	12	10	11	10	17	5.0%	4.1%	4.5%	4.7%	7.9%
40-45	40	37	27	20	15	16.5%	15.1%	11.2%	9.4%	7.0%
45-49	66	56	56	49	42	27.3%	22.9%	23.1%	23.1%	19.5%
50-54	51	62	59	53	60	21.1%	25.3%	24.4%	25.0%	27.9%
55+	38	45	52	43	43	15.7%	18.4%	21.5%	20.3%	20.0%
Average Age	46.2	47.0	47.2	46.6	46.5					

Experience Distribution

Teachers by Experience

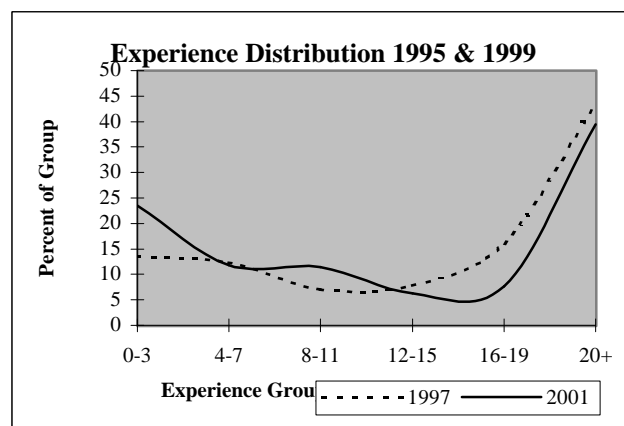
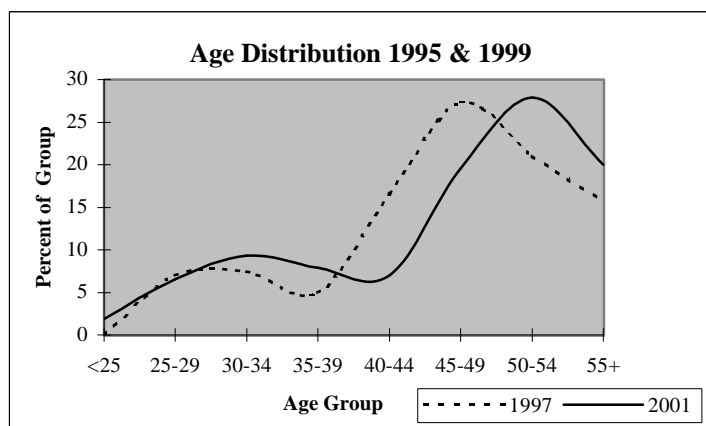
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	36	40	40	53	68	13.4%	13.9%	14.0%	20.0%	23.5%
4-7 Years	33	38	42	30	34	12.3%	13.2%	14.7%	11.3%	11.8%
8-11 Years	19	18	16	24	33	7.1%	6.3%	5.6%	9.1%	11.4%
12-15 Years	21	26	24	19	18	7.8%	9.1%	8.4%	7.2%	6.2%
16-19 Years	43	32	26	23	22	16.0%	11.1%	9.1%	8.7%	7.6%
20+ Years	116	133	138	116	114	43.3%	46.3%	48.3%	43.8%	39.4%
Average Experience	16.6	16.7	16.8	15.5	14.7					

District Report for: CLEVELAND

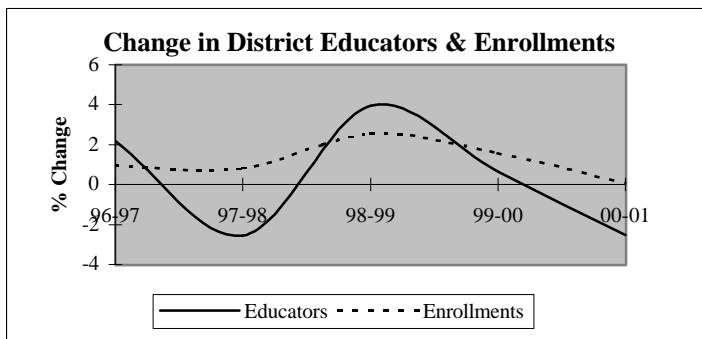
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	18	28	69	10	-	5.7%	8.2%	20.3%	3.2%	-
Attrition from Transfers	9	3	5	0	-	2.8%	0.9%	1.5%	0.0%	-
Attrition from Exits	9	25	64	10	-	2.8%	7.4%	18.8%	3.2%	-
Teacher Attrition	14	24	59	9	-	5.2%	8.4%	20.6%	3.4%	-
Attrition from Transfers	7	3	4	0	-	2.6%	1.0%	1.4%	0.0%	-
Attrition from Exits	7	21	55	9	-	2.6%	7.3%	19.2%	3.4%	-
District Retention										
Educator Retention	299	312	271	304	-	94.3%	91.8%	79.7%	96.8%	-
Teacher Retention	254	263	227	256	-	94.8%	91.6%	79.4%	96.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	74.3%	8.1%	17.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.7%	0.0%	10.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.1%	2.2%	6.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	84.1%	0.0%	15.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.9%	0.0%	5.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.2%	0.0%	4.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.5%	12.6%	14.1%	17.5%	20.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.3%	7.3%	7.8%	8.6%	8.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.6%	0.6%	1.2%	0.6%	1.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.5%	89.7%	91.5%	86.3%	89.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.3%	0.3%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.6%	9.4%	7.1%	12.7%	9.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CAMPBELL COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.4	14.9	14.7	14.9	15.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.7	17.3	17.2	17.4	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	10	-12	18	3	-12	-	-	-	-	-
% Change in Educators	2.2%	-2.6%	4.0%	0.6%	-2.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	63	54	173	111	6	-	-	-	-	-
% Change in Enrollment:	0.9%	0.8%	2.5%	1.6%	0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.4%	0.4%	0.4%	8.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.0%	5.5%	6.1%	5.9%	5.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	7.5%	8.1%	8.2%	8.4%	9.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.4%	0.2%	0.4%	0.4%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	14.3%	12.0%	17.2%	17.9%	15.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.7	45.3	45.9	46.3	47.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	16.1	16.1	15.8	16.1	13.8	13.7	13.7	13.4	13.3
Average Salary	29,342	29,548	30,462	31,635	31,935	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.5%	0.3%	0.5%	0.5%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.0%	71.8%	71.4%	73.5%	72.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.6%	13.5%	13.1%	12.3%	12.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.7%	na	0.8%	0.7%	0.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	0.7%	2.3%	2.7%	2.4%	1.7%	1.6%	1.8%	1.8%	1.8%

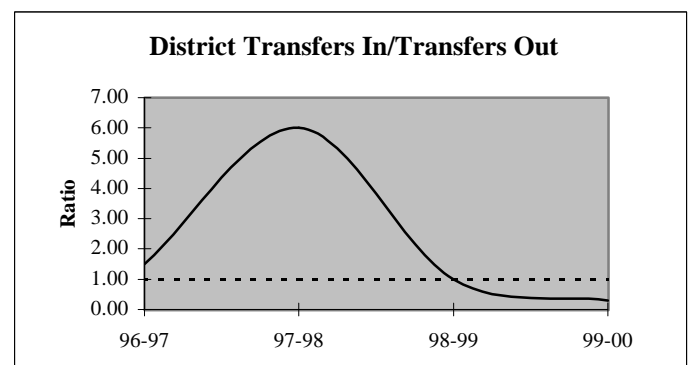
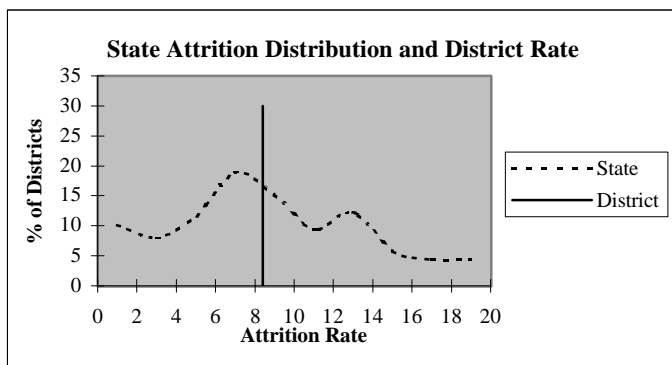
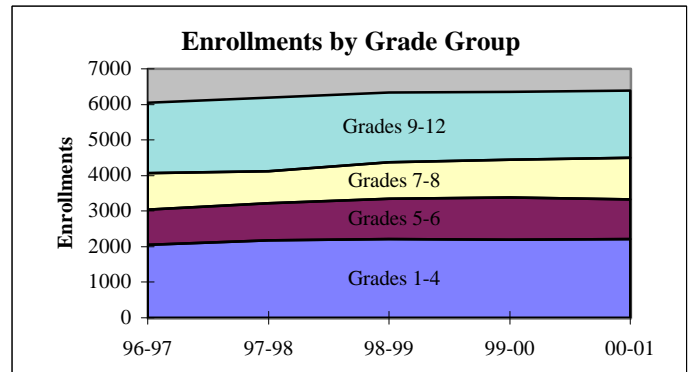
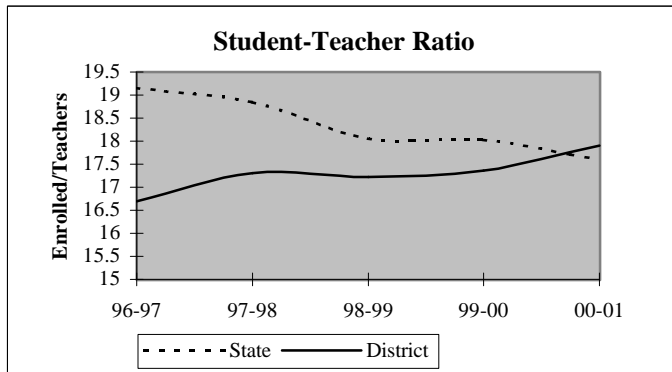
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	467	455	473	476	464	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	436	440	439	444	436	93.4%	96.7%	92.8%	93.3%	94.0%
Newly Hired	31	15	34	32	28	6.6%	3.3%	7.2%	6.7%	6.0%
Transfers In	6	6	2	3	4	19.4%	40.0%	5.9%	9.4%	14.3%
Reentrants	8	1	16	6	4	25.8%	6.7%	47.1%	18.8%	14.3%
First Time Educators	17	8	16	23	20	54.8%	53.3%	47.1%	71.9%	71.4%
Total Exiting Next Year	27	16	29	40	-	5.8%	3.5%	6.1%	8.4%	-
Transfers Out	4	1	2	10	-	14.8%	6.3%	6.9%	25.0%	-
Leave Tennessee Educ.	23	15	27	30	-	85.2%	93.8%	93.1%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	5.8%	3.5%	6.1%	8.4%	-
Transfers In/Out	1.50	6.00	1.00	0.30	-

District Report for: CAMPBELL COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	467	455	473	476	464	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	28	25	29	28	26	6.0%	5.5%	6.1%	5.9%	5.6%
Professional Staff	35	37	39	40	42	7.5%	8.1%	8.2%	8.4%	9.1%
Total Teachers	404	393	405	408	396	86.5%	86.4%	85.6%	85.7%	85.3%
Special Education	51	53	53	50	49	12.6%	13.5%	13.1%	12.3%	12.4%
Pre-K & Kindergarten	29	28	30	31	28	7.2%	7.1%	7.4%	7.6%	7.1%
Elementary (1-4)	157	152	152	154	141	38.9%	38.7%	37.5%	37.7%	35.6%
Middle School (5-6)	35	32	34	34	35	8.7%	8.1%	8.4%	8.3%	8.8%
Jr. High (7-8)	35	32	36	42	39	8.7%	8.1%	8.9%	10.3%	9.8%
High School (9-12)	97	96	100	97	104	24.0%	24.4%	24.7%	23.8%	26.3%
Business	5	5	5	6	6	5.2%	5.2%	5.0%	6.2%	5.8%
Language Arts	12	11	11	11	13	12.4%	11.5%	11.0%	11.3%	12.5%
Social Studies	8	8	8	7	9	8.2%	8.3%	8.0%	7.2%	8.7%
Foreign Language	2	3	3	3	3	2.1%	3.1%	3.0%	3.1%	2.9%
Mathematics	9	9	10	10	11	9.3%	9.4%	10.0%	10.3%	10.6%
Science	8	10	11	11	12	8.2%	10.4%	11.0%	11.3%	11.5%
Vocational Education	28	27	29	29	28	28.9%	28.1%	29.0%	29.9%	26.9%
Other High School	25	23	23	20	22	25.8%	24.0%	23.0%	20.6%	21.2%

Total Enrollments	6,747	6,801	6,974	7,085	7,091	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	545	557	583	541	521	8.1%	8.2%	8.4%	7.6%	7.3%
Grades 1-4	2,046	2,184	2,218	2,193	2,210	30.3%	32.1%	31.8%	31.0%	31.2%
Grades 5-6	992	1,033	1,126	1,189	1,120	14.7%	15.2%	16.1%	16.8%	15.8%
Grades 7-8	1,024	905	1,027	1,058	1,162	15.2%	13.3%	14.7%	14.9%	16.4%
Grades 9-12	1,980	2,074	1,961	1,910	1,905	29.3%	30.5%	28.1%	27.0%	26.9%
Ungraded	160	48	59	194	173	2.4%	0.7%	0.8%	2.7%	2.4%



District Report for: CAMPBELL COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	28	25	29	28	26	6.2%	5.7%	6.4%	6.2%	5.9%
White - Females	4	3	5	5	4	14.3%	12.0%	17.2%	17.9%	15.4%
White - Males	24	22	24	23	22	85.7%	88.0%	82.8%	82.1%	84.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	35	37	39	39	41	7.8%	8.5%	8.6%	8.6%	9.3%
White - Females	25	24	27	28	32	71.4%	64.9%	69.2%	71.8%	78.0%
White - Males	10	13	12	11	9	28.6%	35.1%	30.8%	28.2%	22.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	388	375	383	388	374	86.0%	85.8%	84.9%	85.3%	84.8%
White - Females	279	271	276	289	276	71.9%	72.3%	72.1%	74.5%	73.8%
White - Males	107	103	105	97	96	27.6%	27.5%	27.4%	25.0%	25.7%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males	1	0	0	0	0	0.3%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.3%	0.3%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	5	4	4	3	1.4%	1.4%	1.1%	1.1%	0.9%
25-29	18	14	12	15	9	4.9%	3.9%	3.4%	4.3%	2.8%
30-34	32	30	29	25	20	8.8%	8.4%	8.1%	7.2%	6.2%
35-39	43	44	40	35	32	11.8%	12.3%	11.2%	10.1%	10.0%
40-45	73	63	63	59	45	20.0%	17.5%	17.7%	17.0%	14.0%
45-49	75	78	75	75	73	20.5%	21.7%	21.1%	21.6%	22.7%
50-54	68	71	73	69	64	18.6%	19.8%	20.5%	19.8%	19.9%
55+	51	54	60	66	75	14.0%	15.0%	16.9%	19.0%	23.4%
Average Age	44.7	45.3	45.9	46.3	47.2					

Experience Distribution

Teachers by Experience

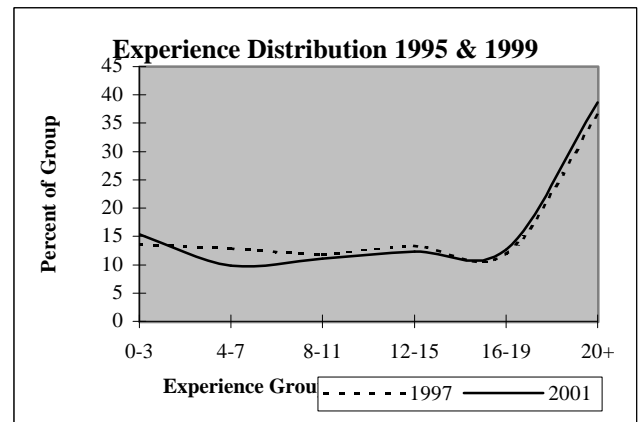
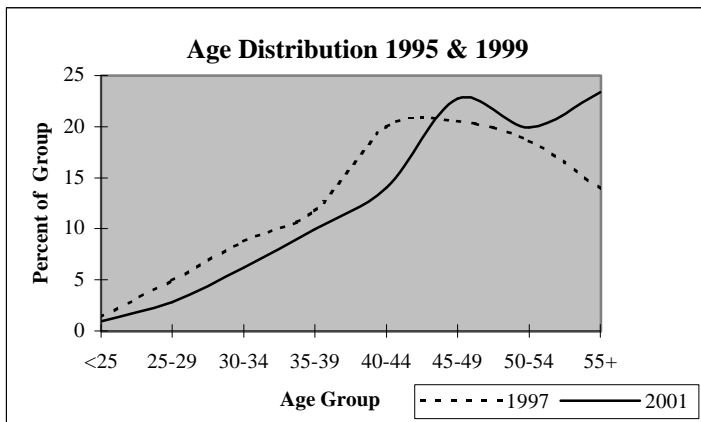
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	55	44	46	54	61	13.6%	11.2%	11.4%	13.2%	15.4%
4-7 Years	52	54	57	53	39	12.9%	13.7%	14.1%	13.0%	9.8%
8-11 Years	48	42	47	47	44	11.9%	10.7%	11.6%	11.5%	11.1%
12-15 Years	54	49	44	48	49	13.4%	12.5%	10.9%	11.8%	12.4%
16-19 Years	48	51	53	45	50	11.9%	13.0%	13.1%	11.0%	12.6%
20+ Years	147	153	158	161	153	36.4%	38.9%	39.0%	39.5%	38.6%
Average Experience	15.4	16.1	16.1	15.8	16.1					

District Report for: CAMPBELL COUNTY

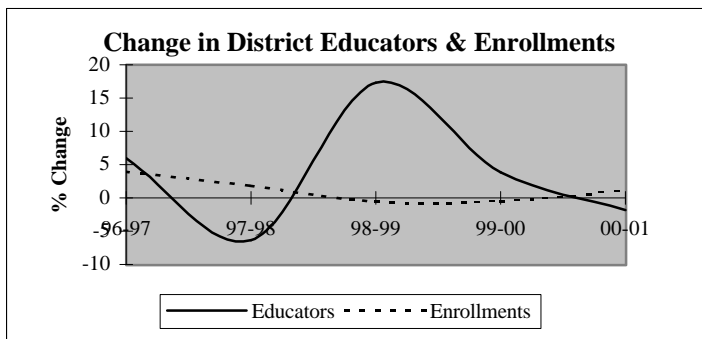
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	27	16	29	40	-	5.8%	3.5%	6.1%	8.4%	-
Attrition from Transfers	4	1	2	10	-	0.9%	0.2%	0.4%	2.1%	-
Attrition from Exits	23	15	27	30	-	4.9%	3.3%	5.7%	6.3%	-
Teacher Attrition	22	13	25	33	-	5.4%	3.3%	6.2%	8.1%	-
Attrition from Transfers	4	1	2	7	-	1.0%	0.3%	0.5%	1.7%	-
Attrition from Exits	18	12	23	26	-	4.5%	3.1%	5.7%	6.4%	-
District Retention										
Educator Retention	440	439	444	436	-	94.2%	96.5%	93.9%	91.6%	-
Teacher Retention	382	380	380	375	-	94.6%	96.7%	93.8%	91.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.0%	8.5%	13.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.2%	1.7%	12.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	96.0%	2.0%	2.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	95.0%	0.0%	5.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.6%	1.5%	2.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.2%	2.9%	2.9%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	7.0%	8.3%	10.9%	11.8%	12.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.5%	3.7%	5.3%	4.6%	4.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.2%	1.5%	0.8%	1.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	96.3%	92.4%	92.0%	94.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.4%	2.0%	6.8%	6.1%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CANNON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.1	16.4	13.9	13.3	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	19.8	16.4	15.8	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	-9	23	6	-3	-	-	-	-	-
% Change in Educators	6.0%	-6.3%	17.3%	3.8%	-1.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	81	40	-13	-11	25	-	-	-	-	-
% Change in Enrollment:	3.9%	1.9%	-0.6%	-0.5%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.7%	0.8%	0.6%	0.0%	13.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.3%	6.0%	5.1%	5.6%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.3%	11.3%	10.3%	9.9%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.4%	0.8%	0.7%	1.3%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	37.5%	37.5%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.7	40.2	40.3	39.6	39.0	43.3	43.5	43.6	43.7	43.9
Average Experience	11.8	12.1	11.3	10.8	10.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,503	29,708	30,427	31,607	30,016	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	0.9%	0.8%	1.5%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.8%	79.1%	78.8%	78.8%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.5%	10.9%	12.9%	10.2%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.3%	na	1.9%	1.8%	1.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.6%	0.3%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

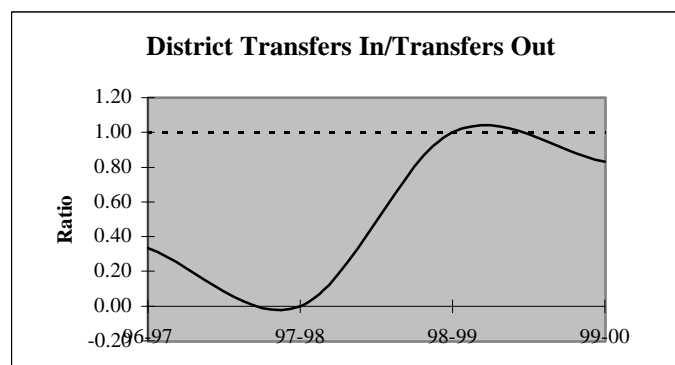
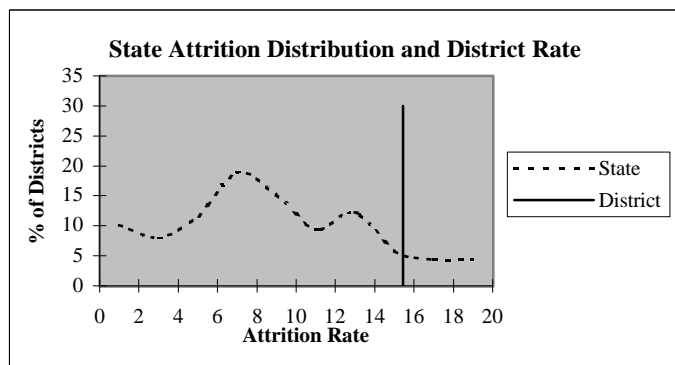
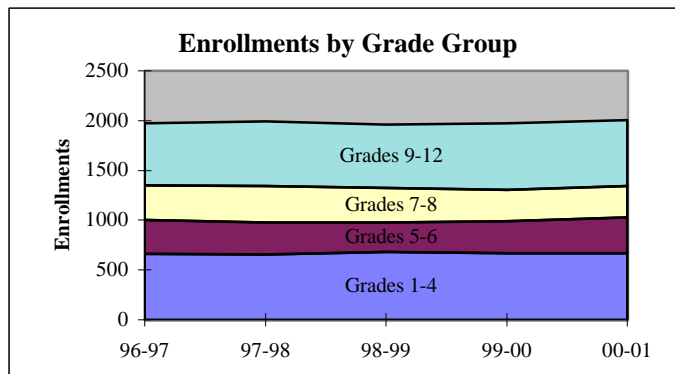
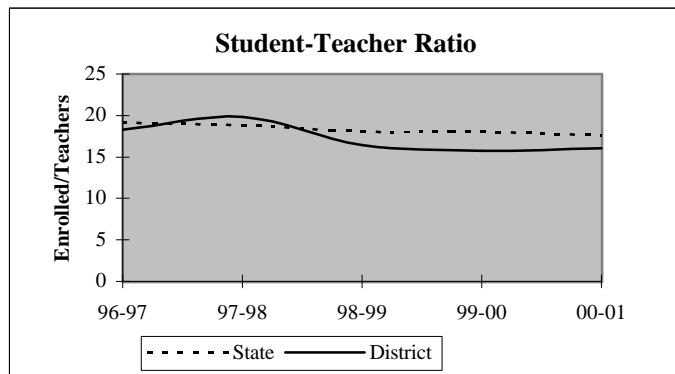
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	142	133	156	162	159	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	124	120	133	137	137	87.3%	90.2%	85.3%	84.6%	86.2%
Newly Hired	18	13	23	25	22	12.7%	9.8%	14.7%	15.4%	13.8%
Transfers In	1	4	6	5	5	5.6%	30.8%	26.1%	20.0%	22.7%
Reentrants	8	1	4	7	4	44.4%	7.7%	17.4%	28.0%	18.2%
First Time Educators	9	8	13	13	13	50.0%	61.5%	56.5%	52.0%	59.1%
Total Exiting Next Year	22	0	19	25	-	15.5%	0.0%	12.2%	15.4%	-
Transfers Out	3	0	6	6	-	13.6%	0.0%	31.6%	24.0%	-
Leave Tennessee Educ.	19	0	13	19	-	86.4%	0.0%	68.4%	76.0%	-

Dynamics Rates	District Rates				
District Attrition	15.5%	0.0%	12.2%	15.4%	-
Transfers In/Out	0.33	nc	1.00	0.83	-

District Report for: CANNON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	142	133	156	162	159	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	8	8	9	9	6.3%	6.0%	5.1%	5.6%	5.7%
Professional Staff	16	15	16	16	14	11.3%	11.3%	10.3%	9.9%	8.8%
Total Teachers	117	110	132	137	136	82.4%	82.7%	84.6%	84.6%	85.5%
Special Education	17	12	17	14	15	14.5%	10.9%	12.9%	10.2%	11.0%
Pre-K & Kindergarten	8	7	9	7	11	6.8%	6.4%	6.8%	5.1%	8.1%
Elementary (1-4)	39	39	47	52	52	33.3%	35.5%	35.6%	38.0%	38.2%
Middle School (5-6)	15	16	18	20	20	12.8%	14.5%	13.6%	14.6%	14.7%
Jr. High (7-8)	11	11	12	15	14	9.4%	10.0%	9.1%	10.9%	10.3%
High School (9-12)	27	25	29	29	24	23.1%	22.7%	22.0%	21.2%	17.6%
Business	1	1	1	1	1	3.7%	4.0%	3.4%	3.4%	4.2%
Language Arts	3	4	4	4	3	11.1%	16.0%	13.8%	13.8%	12.5%
Social Studies	5	4	4	4	3	18.5%	16.0%	13.8%	13.8%	12.5%
Foreign Language	1	1	2	2	2	3.7%	4.0%	6.9%	6.9%	8.3%
Mathematics	4	3	3	4	4	14.8%	12.0%	10.3%	13.8%	16.7%
Science	2	2	3	2	2	7.4%	8.0%	10.3%	6.9%	8.3%
Vocational Education	4	4	5	5	3	14.8%	16.0%	17.2%	17.2%	12.5%
Other High School	7	6	7	7	6	25.9%	24.0%	24.1%	24.1%	25.0%

Total Enrollments	2,143	2,183	2,170	2,159	2,184	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	162	178	198	168	161	7.6%	8.2%	9.1%	7.8%	7.4%
Grades 1-4	659	657	683	667	668	30.8%	30.1%	31.5%	30.9%	30.6%
Grades 5-6	345	319	296	324	362	16.1%	14.6%	13.6%	15.0%	16.6%
Grades 7-8	343	370	342	312	312	16.0%	16.9%	15.8%	14.5%	14.3%
Grades 9-12	623	646	638	673	666	29.1%	29.6%	29.4%	31.2%	30.5%
Ungraded	11	13	13	15	15	0.5%	0.6%	0.6%	0.7%	0.7%



District Report for: CANNON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	8	8	9	9	6.5%	6.1%	5.2%	5.7%	5.9%
White - Females	4	3	3	3	3	44.4%	37.5%	37.5%	33.3%	33.3%
White - Males	5	5	5	6	6	55.6%	62.5%	62.5%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	15	16	15	13	11.5%	11.5%	10.5%	9.5%	8.6%
White - Females	13	12	13	12	11	81.3%	80.0%	81.3%	80.0%	84.6%
White - Males	3	3	3	3	2	18.8%	20.0%	18.8%	20.0%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	114	108	129	134	130	82.0%	82.4%	84.3%	84.8%	85.5%
White - Females	89	86	102	105	105	78.1%	79.6%	79.1%	78.4%	80.8%
White - Males	23	21	26	27	23	20.2%	19.4%	20.2%	20.1%	17.7%
Black - Females	2	1	1	1	1	1.8%	0.9%	0.8%	0.7%	0.8%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	2	3	4	0.9%	1.0%	1.7%	2.5%	3.4%
25-29	24	19	22	24	23	22.4%	19.0%	18.6%	20.2%	19.8%
30-34	12	11	16	17	22	11.2%	11.0%	13.6%	14.3%	19.0%
35-39	13	15	13	12	13	12.1%	15.0%	11.0%	10.1%	11.2%
40-45	20	17	22	20	13	18.7%	17.0%	18.6%	16.8%	11.2%
45-49	20	20	15	17	16	18.7%	20.0%	12.7%	14.3%	13.8%
50-54	12	12	23	21	20	11.2%	12.0%	19.5%	17.6%	17.2%
55+	5	5	5	5	5	4.7%	5.0%	4.2%	4.2%	4.3%
Average Age	39.7	40.2	40.3	39.6	39.0					

Experience Distribution

Teachers by Experience

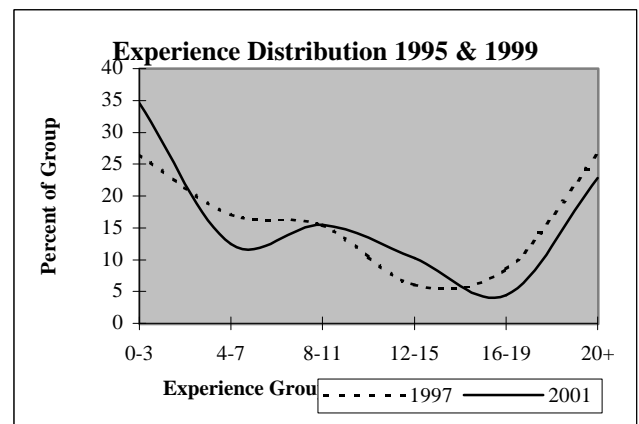
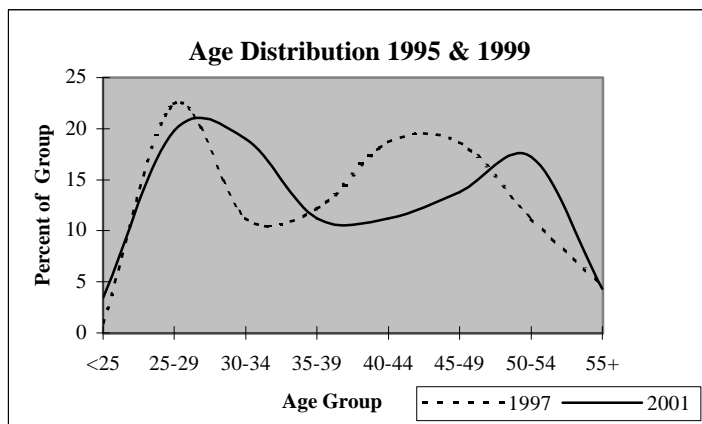
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	31	28	40	48	47	26.5%	25.5%	30.3%	35.0%	34.6%
4-7 Years	20	21	24	21	17	17.1%	19.1%	18.2%	15.3%	12.5%
8-11 Years	18	14	14	14	21	15.4%	12.7%	10.6%	10.2%	15.4%
12-15 Years	7	8	12	15	14	6.0%	7.3%	9.1%	10.9%	10.3%
16-19 Years	10	10	7	6	6	8.5%	9.1%	5.3%	4.4%	4.4%
20+ Years	31	29	35	33	31	26.5%	26.4%	26.5%	24.1%	22.8%
Average Experience	11.8	12.1	11.3	10.8	10.8					

District Report for: CANNON COUNTY

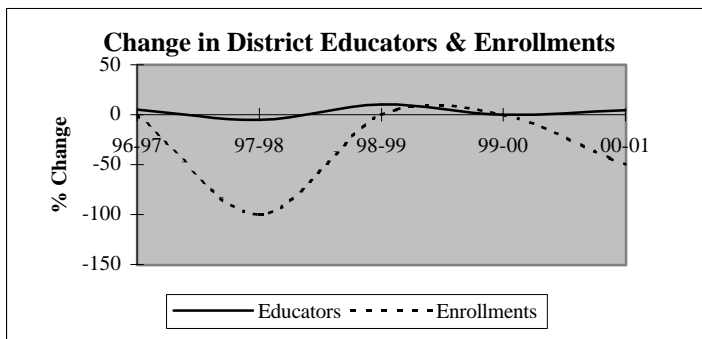
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	22	0	19	25	-	15.5%	0.0%	12.2%	15.4%	-
Attrition from Transfers	3	0	6	6	-	2.1%	0.0%	3.8%	3.7%	-
Attrition from Exits	19	0	13	19	-	13.4%	0.0%	8.3%	11.7%	-
Teacher Attrition	21	0	17	21	-	17.9%	0.0%	12.9%	15.3%	-
Attrition from Transfers	3	0	6	6	-	2.6%	0.0%	4.5%	4.4%	-
Attrition from Exits	18	0	11	15	-	15.4%	0.0%	8.3%	10.9%	-
District Retention										
Educator Retention	120	133	137	137	-	84.5%	100.0%	87.8%	84.6%	-
Teacher Retention	96	110	115	116	-	82.1%	100.0%	87.1%	84.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.8%	11.5%	9.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.7%	12.8%	8.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.8%	0.0%	12.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	81.1%	5.4%	13.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	77.8%	3.7%	18.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.6%	0.0%	7.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.8%	15.8%	20.7%	26.9%	28.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.9%	13.5%	17.7%	18.0%	17.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.1%	2.3%	2.6%	1.9%	1.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.2%	90.2%	85.3%	85.2%	87.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.8%	0.0%	0.6%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.7%	6.8%	12.2%	12.3%	10.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CARROLL COUNTY



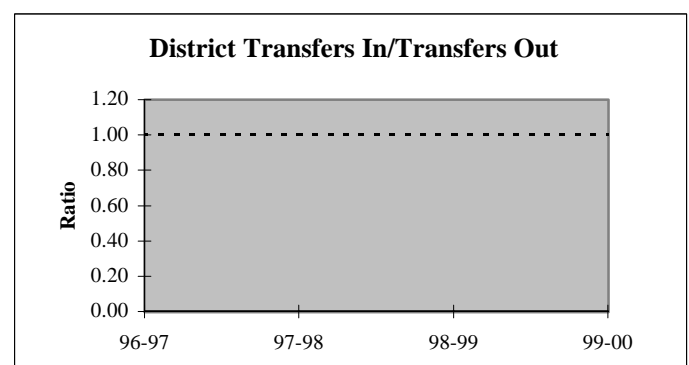
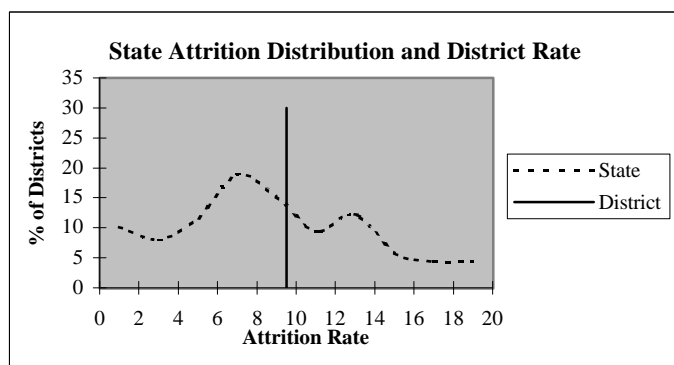
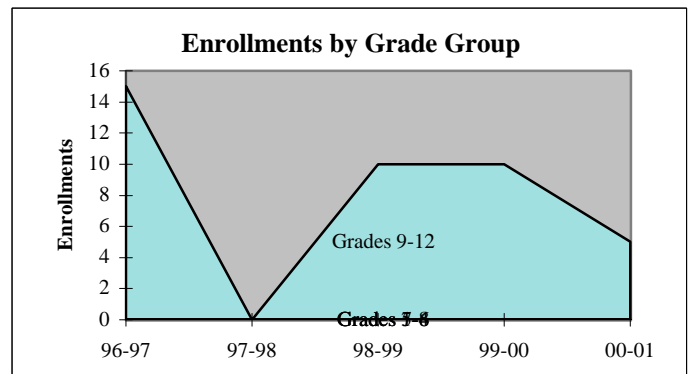
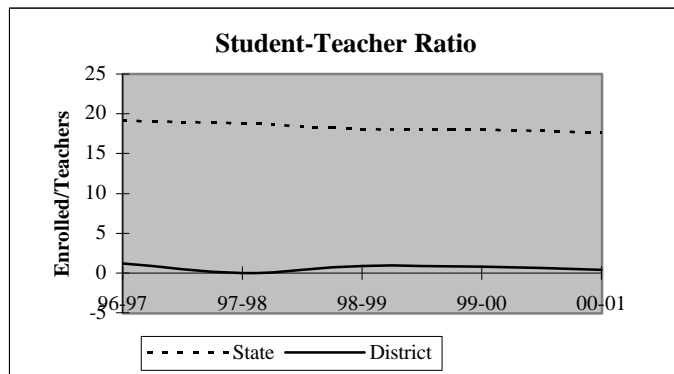
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	0.8	0.0	0.5	0.5	0.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	1.2	0.0	0.8	0.8	0.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	-1	2	0	1	-	-	-	-	-
% Change in Educators	5.3%	-5.0%	10.5%	0.0%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	15	-15	10	0	-5	-	-	-	-	-
% Change in Enrollment: #####	-100.0%	#####	#####	0.0%	-50.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	4.8%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	15.0%	15.8%	14.3%	19.0%	13.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	20.0%	21.1%	28.6%	19.0%	22.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.3%	6.3%	5.6%	5.9%	5.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	66.7%	66.7%	66.7%	75.0%	100.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.6	48.1	49.1	50.1	51.3	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	13.4	14.4	14.0	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,756	30,241	31,609	31,097	33,009	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	11.1%	11.1%	11.1%	11.1%	10.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	53.8%	58.3%	58.3%	53.8%	50.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	15.4%	16.7%	16.7%	15.4%	14.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	20.8%	na	21.7%	25.9%	18.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	20	19	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	19	19	19	19	85.0%	100.0%	90.5%	90.5%	86.4%
Newly Hired	3	0	2	2	3	15.0%	0.0%	9.5%	9.5%	13.6%
Transfers In	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	33.3%
Reentrants	0	0	2	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	2	0	0	2	2	66.7%	0.0%	0.0%	100.0%	66.7%
Total Exiting Next Year	1	0	2	2	-	5.0%	0.0%	9.5%	9.5%	-
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	50.0%	-
Leave Tennessee Educ.	1	0	1	1	-	100.0%	0.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	5.0%	0.0%	9.5%	9.5%	-
Transfers In/Out	nc	nc	0.00	0.00	-

District Report for: CARROLL COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	20	19	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	3	15.0%	15.8%	14.3%	19.0%	13.6%
Professional Staff	4	4	6	4	5	20.0%	21.1%	28.6%	19.0%	22.7%
Total Teachers	13	12	12	13	14	65.0%	63.2%	57.1%	61.9%	63.6%
Special Education	2	2	2	2	2	15.4%	16.7%	16.7%	15.4%	14.3%
Pre-K & Kindergarten	1	1	1	1	1	7.7%	8.3%	8.3%	7.7%	7.1%
Elementary (1-4)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Middle School (5-6)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	10	9	9	10	11	76.9%	75.0%	75.0%	76.9%	78.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	10	9	9	10	10	100.0%	100.0%	100.0%	100.0%	90.9%
Other High School	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Total Enrollments	15	0	10	10	5	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	15	0	10	10	5	100.0%	0.0%	100.0%	100.0%	100.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



District Report for: CARROLL COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	3	3	4	3	18.8%	18.8%	16.7%	23.5%	16.7%
White - Females	2	2	2	3	3	66.7%	66.7%	66.7%	75.0%	100.0%
White - Males	1	1	1	1	0	33.3%	33.3%	33.3%	25.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	4	6	4	5	25.0%	25.0%	33.3%	23.5%	27.8%
White - Females	3	3	5	3	4	75.0%	75.0%	83.3%	75.0%	80.0%
White - Males	1	1	1	1	1	25.0%	25.0%	16.7%	25.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	9	9	9	9	10	56.3%	56.3%	50.0%	52.9%	55.6%
White - Females	5	5	5	5	5	55.6%	55.6%	55.6%	55.6%	50.0%
White - Males	3	3	3	3	4	33.3%	33.3%	33.3%	33.3%	40.0%
Black - Females	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	10.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
35-39	1	1	1	1	1	11.1%	12.5%	12.5%	12.5%	11.1%
40-45	2	1	1	0	0	22.2%	12.5%	12.5%	0.0%	0.0%
45-49	2	2	2	2	2	22.2%	25.0%	25.0%	25.0%	22.2%
50-54	2	2	2	3	3	22.2%	25.0%	25.0%	37.5%	33.3%
55+	1	2	2	2	3	11.1%	25.0%	25.0%	25.0%	33.3%
Average Age	45.6	48.1	49.1	50.1	51.3					

Experience Distribution

Teachers by Experience

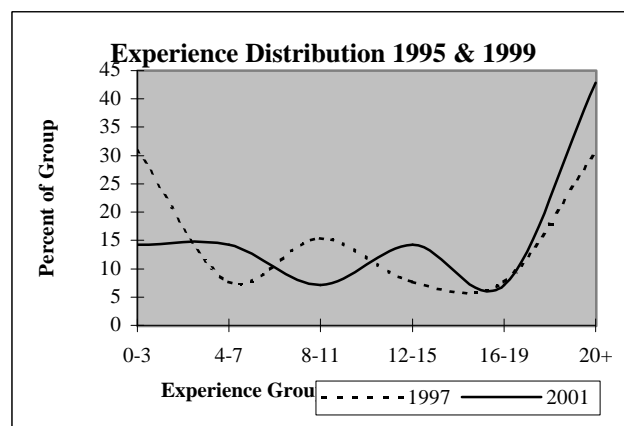
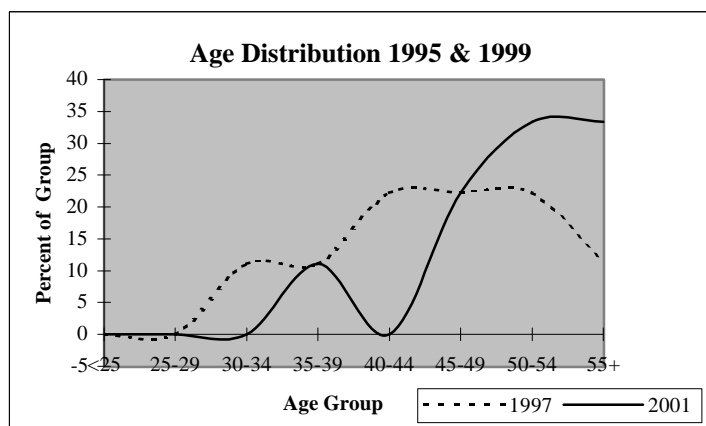
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	4	3	2	2	2	30.8%	25.0%	16.7%	15.4%	14.3%
4-7 Years	1	1	2	2	2	7.7%	8.3%	16.7%	15.4%	14.3%
8-11 Years	2	1	1	1	1	15.4%	8.3%	8.3%	7.7%	7.1%
12-15 Years	1	2	2	2	2	7.7%	16.7%	16.7%	15.4%	14.3%
16-19 Years	1	1	1	2	1	7.7%	8.3%	8.3%	15.4%	7.1%
20+ Years	4	4	4	4	6	30.8%	33.3%	33.3%	30.8%	42.9%
Average Experience	11.7	13.4	14.4	14.0	15.8					

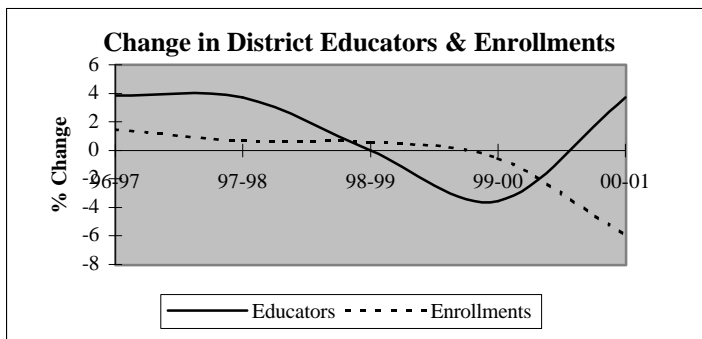
District Report for: CARROLL COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	1	0	2	2	-	5.0%	0.0%	9.5%	9.5%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.8%	4.8%	-
Attrition from Exits	1	0	1	1	-	5.0%	0.0%	4.8%	4.8%	-
Teacher Attrition	1	0	1	1	-	7.7%	0.0%	8.3%	7.7%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	1	1	-	7.7%	0.0%	8.3%	7.7%	-
District Retention										
Educator Retention	19	19	19	19	-	95.0%	100.0%	90.5%	90.5%	-
Teacher Retention	12	12	11	12	-	92.3%	100.0%	91.7%	92.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	0.0%	25.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	60.0%	0.0%	40.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	66.7%	0.0%	33.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	18.2%	19.0%	13.6%	16.7%	13.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.0%	0.0%	0.0%	0.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	100.0%	90.5%	90.5%	90.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.0%	0.0%	9.5%	9.5%	9.1%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.4	16.0	16.1	16.6	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	18.6	19.1	19.4	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	2	0	-2	2	-	-	-	-	-
% Change in Educators	3.8%	3.7%	0.0%	-3.6%	3.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	13	6	5	-5	-53	-	-	-	-	-
% Change in Enrollment:	1.5%	0.7%	0.6%	-0.6%	-5.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	3.6%	5.4%	5.6%	5.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.1%	10.7%	10.7%	9.3%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.6%	5.6%	5.5%	5.7%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	44.5	43.5	45.1	44.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.0	15.1	14.6	16.0	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	28,922	28,804	29,993	31,398	31,231	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.7%	6.5%	6.5%	6.7%	6.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.6%	75.0%	76.6%	73.9%	74.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.9%	8.3%	8.5%	8.7%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	11.8%	na	11.7%	11.8%	12.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.3%	1.0%	1.3%	1.2%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

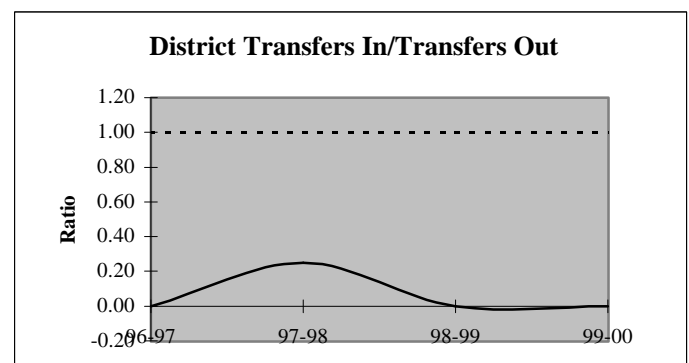
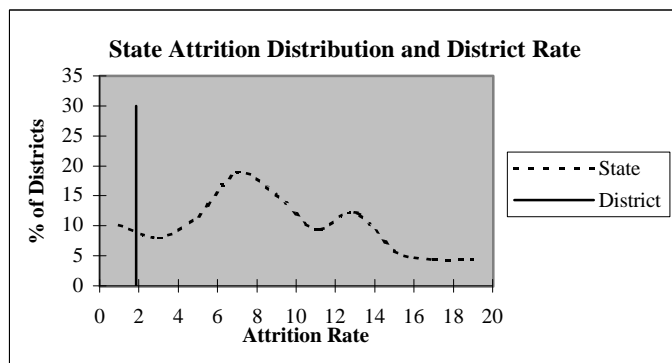
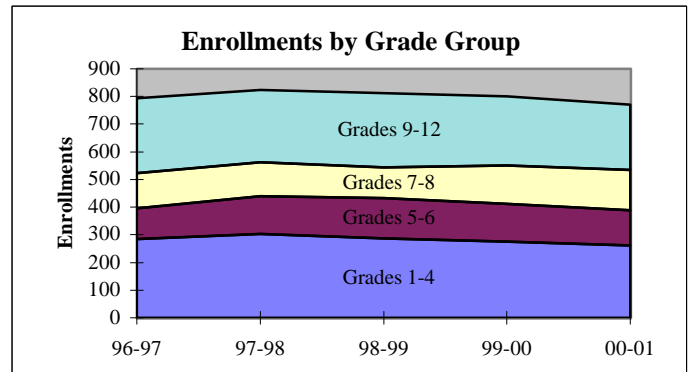
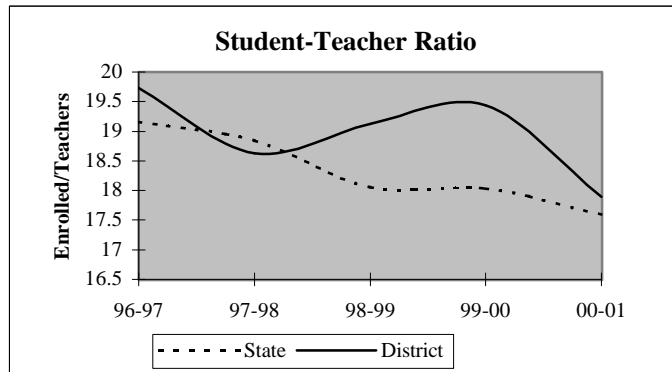
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	54	56	56	54	56	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	51	49	51	53	92.6%	91.1%	87.5%	94.4%	94.6%
Newly Hired	4	5	7	3	3	7.4%	8.9%	12.5%	5.6%	5.4%
Transfers In	1	1	0	1	0	25.0%	20.0%	0.0%	33.3%	0.0%
Reentrants	2	2	5	1	1	50.0%	40.0%	71.4%	33.3%	33.3%
First Time Educators	1	2	2	1	2	25.0%	40.0%	28.6%	33.3%	66.7%
Total Exiting Next Year	3	7	5	1	-	5.6%	12.5%	8.9%	1.9%	-
Transfers Out	0	4	1	0	-	0.0%	57.1%	20.0%	0.0%	-
Leave Tennessee Educ.	3	3	4	1	-	100.0%	42.9%	80.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	5.6%	12.5%	8.9%	1.9%	-
Transfers In/Out	nc	0.25	0.00	nc	-

District Report for: H ROCK BRUCETON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	54	56	56	54	56	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	3	3	3	5.6%	3.6%	5.4%	5.6%	5.4%
Professional Staff	6	6	6	5	6	11.1%	10.7%	10.7%	9.3%	10.7%
Total Teachers	45	48	47	46	47	83.3%	85.7%	83.9%	85.2%	83.9%
Special Education	4	4	4	4	4	8.9%	8.3%	8.5%	8.7%	8.5%
Pre-K & Kindergarten	4	4	4	3	3	8.9%	8.3%	8.5%	6.5%	6.4%
Elementary (1-4)	14	16	15	15	16	31.1%	33.3%	31.9%	32.6%	34.0%
Middle School (5-6)	7	8	8	8	7	15.6%	16.7%	17.0%	17.4%	14.9%
Jr. High (7-8)	4	4	4	4	4	8.9%	8.3%	8.5%	8.7%	8.5%
High School (9-12)	12	12	12	12	13	26.7%	25.0%	25.5%	26.1%	27.7%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	8.3%	16.7%	16.7%	16.7%	15.4%
Social Studies	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	15.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	3	2	2	1	1	25.0%	16.7%	16.7%	8.3%	7.7%
Science	1	1	1	2	2	8.3%	8.3%	8.3%	16.7%	15.4%
Vocational Education	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	15.4%
Other High School	3	3	3	3	4	25.0%	25.0%	25.0%	25.0%	30.8%

Total Enrollments	888	894	899	894	841	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	84	62	73	83	64	9.5%	6.9%	8.1%	9.3%	7.6%
Grades 1-4	284	303	286	276	261	32.0%	33.9%	31.8%	30.9%	31.0%
Grades 5-6	111	136	146	135	127	12.5%	15.2%	16.2%	15.1%	15.1%
Grades 7-8	129	123	111	140	147	14.5%	13.8%	12.3%	15.7%	17.5%
Grades 9-12	270	261	270	249	236	30.4%	29.2%	30.0%	27.9%	28.1%
Ungraded	10	9	13	11	6	1.1%	1.0%	1.4%	1.2%	0.7%



District Report for: H ROCK BRUCETON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	2	3	3	3	5.6%	3.7%	5.5%	5.7%	5.5%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
White - Males	3	2	2	2	2	100.0%	100.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	6	6	5	6	11.1%	11.1%	10.9%	9.4%	10.9%
White - Females	5	5	5	4	5	83.3%	83.3%	83.3%	80.0%	83.3%
White - Males	1	1	1	1	1	16.7%	16.7%	16.7%	20.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	45	46	46	45	46	83.3%	85.2%	83.6%	84.9%	83.6%
White - Females	32	33	33	31	32	71.1%	71.7%	71.7%	68.9%	69.6%
White - Males	10	10	10	11	11	22.2%	21.7%	21.7%	24.4%	23.9%
Black - Females	2	2	2	2	2	4.4%	4.3%	4.3%	4.4%	4.3%
Black - Males	1	1	1	1	1	2.2%	2.2%	2.2%	2.2%	2.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	0	1	0	2.3%	0.0%	0.0%	2.4%	0.0%
25-29	5	4	7	1	4	11.6%	9.3%	16.7%	2.4%	9.5%
30-34	5	3	3	5	5	11.6%	7.0%	7.1%	12.2%	11.9%
35-39	3	4	2	4	5	7.0%	9.3%	4.8%	9.8%	11.9%
40-45	9	9	7	7	4	20.9%	20.9%	16.7%	17.1%	9.5%
45-49	9	10	11	10	8	20.9%	23.3%	26.2%	24.4%	19.0%
50-54	7	8	5	6	8	16.3%	18.6%	11.9%	14.6%	19.0%
55+	4	5	7	7	8	9.3%	11.6%	16.7%	17.1%	19.0%
Average Age	42.4	44.5	43.5	45.1	44.5					

Experience Distribution

Teachers by Experience

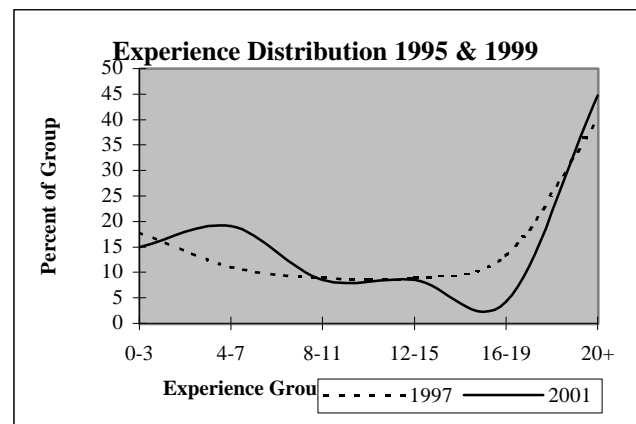
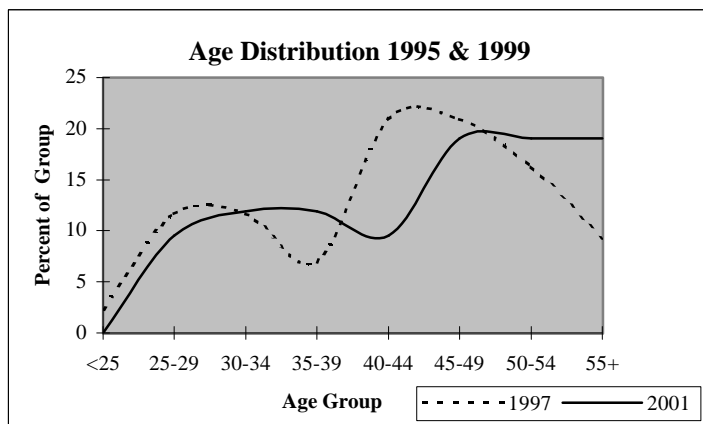
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	8	10	12	7	7	17.8%	20.8%	25.5%	15.2%	14.9%
4-7 Years	5	4	6	8	9	11.1%	8.3%	12.8%	17.4%	19.1%
8-11 Years	4	5	2	4	4	8.9%	10.4%	4.3%	8.7%	8.5%
12-15 Years	4	4	3	2	4	8.9%	8.3%	6.4%	4.3%	8.5%
16-19 Years	6	4	4	4	2	13.3%	8.3%	8.5%	8.7%	4.3%
20+ Years	18	21	20	21	21	40.0%	43.8%	42.6%	45.7%	44.7%
Average Experience	15.0	15.1	14.6	16.0	15.7					

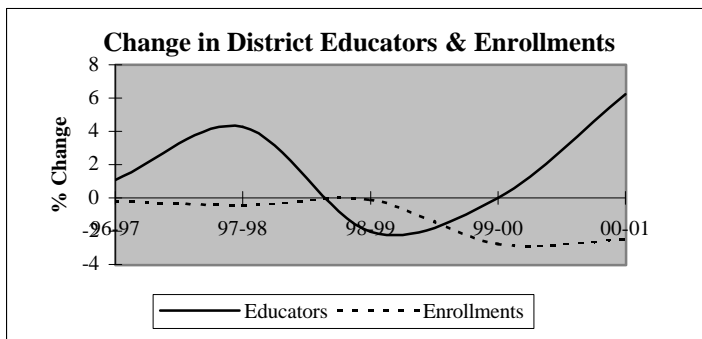
District Report for: H ROCK BRUCETON

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	3	7	5	1	-	5.6%	12.5%	8.9%	1.9%	-
Attrition from Transfers	0	4	1	0	-	0.0%	7.1%	1.8%	0.0%	-
Attrition from Exits	3	3	4	1	-	5.6%	5.4%	7.1%	1.9%	-
Teacher Attrition	2	7	4	1	-	4.4%	14.6%	8.5%	2.2%	-
Attrition from Transfers	0	4	1	0	-	0.0%	8.3%	2.1%	0.0%	-
Attrition from Exits	2	3	3	1	-	4.4%	6.3%	6.4%	2.2%	-
District Retention										
Educator Retention	51	49	51	53	-	94.4%	87.5%	91.1%	98.1%	-
Teacher Retention	43	41	43	45	-	95.6%	85.4%	91.5%	97.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	25.0%	0.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.3%	0.0%	16.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.9%	0.0%	9.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.7%	7.1%	7.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.0%	0.0%	10.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.2%	8.5%	14.7%	14.5%	15.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	8.5%	14.7%	12.7%	8.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	91.1%	87.5%	96.3%	92.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	1.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.6%	7.1%	12.5%	3.7%	5.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

District					Statewide				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01

Supply & Demand Indicators

Student to Educator Ratio	15.9	15.2	15.5	15.1	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	17.6	18.0	17.5	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	4	-2	0	6	-	-	-	-	-
% Change in Educators	1.1%	4.3%	-2.0%	0.0%	6.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-3	-7	-2	-41	-36	-	-	-	-	-
% Change in Enrollment:	-0.2%	-0.5%	-0.1%	-2.8%	-2.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%

Workforce

% Part-Time	0.0%	0.0%	0.0%	0.0%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.1%	4.2%	4.2%	6.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.2%	9.4%	9.4%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.4%	5.2%	5.4%	5.4%	5.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	14.3%	36.3%	37.4%	38.6%	40.6%	41.5%

Teachers

Average Age	43.9	44.6	44.7	44.9	45.1	43.3	43.5	43.6	43.7	43.9
Average Experience	15.9	16.4	16.5	16.0	15.4	13.8	13.7	13.7	13.4	13.3
Average Salary	31,532	31,831	33,113	33,470	32,719	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.3%	6.0%	6.3%	6.3%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.5%	82.4%	80.7%	80.7%	84.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	10.6%	8.4%	9.6%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%

Enrollment

% Minority	19.7%	na	19.9%	20.0%	19.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	3.3%	2.8%	3.4%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	94	98	96	96	102	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	87	91	90	89	92	92.6%	92.9%	93.8%	92.7%	90.2%
Newly Hired	7	7	6	7	10	7.4%	7.1%	6.3%	7.3%	9.8%
Transfers In	3	1	2	2	0	42.9%	14.3%	33.3%	28.6%	0.0%
Reentrants	0	4	4	2	5	0.0%	57.1%	66.7%	28.6%	50.0%
First Time Educators	4	2	0	3	5	57.1%	28.6%	0.0%	42.9%	50.0%
Total Exiting Next Year	3	8	7	4	-	3.2%	8.2%	7.3%	4.2%	-
Transfers Out	1	1	1	1	-	33.3%	12.5%	14.3%	25.0%	-
Leave Tennessee Educ.	2	7	6	3	-	66.7%	87.5%	85.7%	75.0%	-

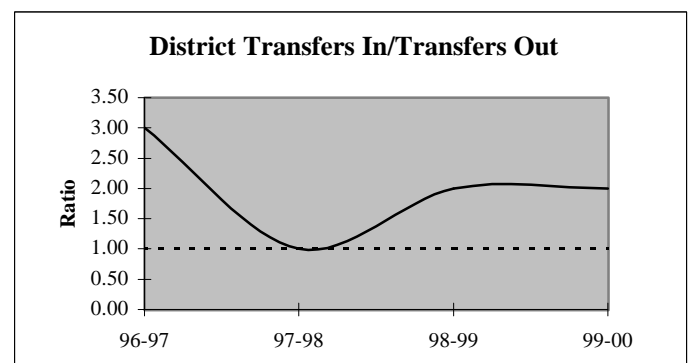
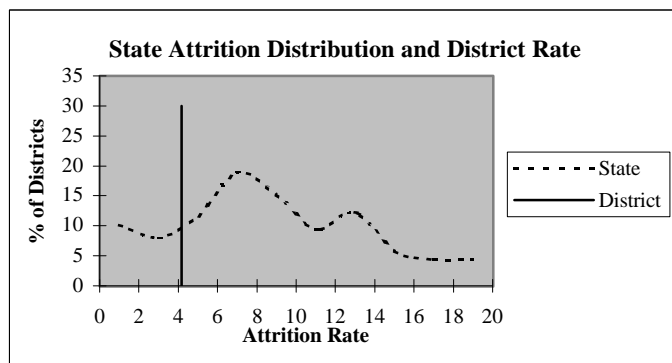
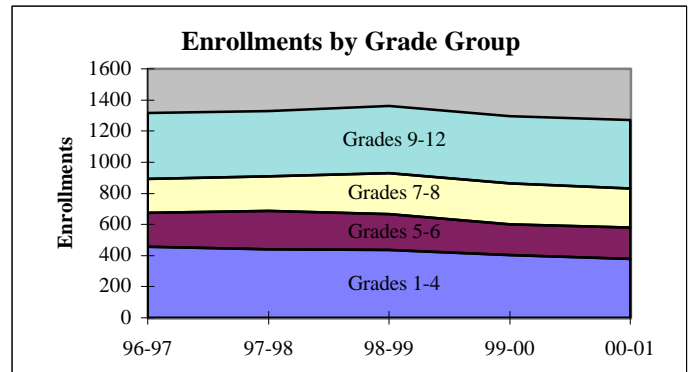
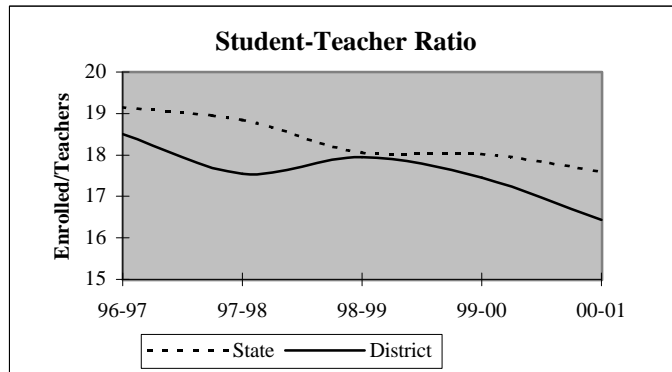
Dynamics Rates

Dynamics Rates	District Rates				
District Attrition	3.2%	8.2%	7.3%	4.2%	-
Transfers In/Out	3.00	1.00	2.00	2.00	-

District Report for: HUNTINGDON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	94	98	96	96	102	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	7	4.3%	4.1%	4.2%	4.2%	6.9%
Professional Staff	9	9	9	9	9	9.6%	9.2%	9.4%	9.4%	8.8%
Total Teachers	81	85	83	83	86	86.2%	86.7%	86.5%	86.5%	84.3%
Special Education	7	9	7	8	10	8.6%	10.6%	8.4%	9.6%	11.6%
Pre-K & Kindergarten	6	6	4	6	6	7.4%	7.1%	4.8%	7.2%	7.0%
Elementary (1-4)	28	27	27	29	29	34.6%	31.8%	32.5%	34.9%	33.7%
Middle School (5-6)	7	10	10	9	10	8.6%	11.8%	12.0%	10.8%	11.6%
Jr. High (7-8)	9	9	11	9	10	11.1%	10.6%	13.3%	10.8%	11.6%
High School (9-12)	24	24	24	22	21	29.6%	28.2%	28.9%	26.5%	24.4%
Business	1	2	2	1	0	4.2%	8.3%	8.3%	4.5%	0.0%
Language Arts	4	3	3	4	3	16.7%	12.5%	12.5%	18.2%	14.3%
Social Studies	3	3	4	3	3	12.5%	12.5%	16.7%	13.6%	14.3%
Foreign Language	1	1	1	1	1	4.2%	4.2%	4.2%	4.5%	4.8%
Mathematics	4	3	4	2	4	16.7%	12.5%	16.7%	9.1%	19.0%
Science	3	3	3	3	3	12.5%	12.5%	12.5%	13.6%	14.3%
Vocational Education	3	2	2	4	4	12.5%	8.3%	8.3%	18.2%	19.0%
Other High School	5	7	5	4	3	20.8%	29.2%	20.8%	18.2%	14.3%

Total Enrollments	1,499	1,492	1,490	1,449	1,413	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	123	114	85	105	99	8.2%	7.6%	5.7%	7.2%	7.0%
Grades 1-4	456	442	434	403	378	30.4%	29.6%	29.1%	27.8%	26.8%
Grades 5-6	217	246	234	196	200	14.5%	16.5%	15.7%	13.5%	14.2%
Grades 7-8	221	219	261	263	253	14.7%	14.7%	17.5%	18.2%	17.9%
Grades 9-12	424	422	431	433	442	28.3%	28.3%	28.9%	29.9%	31.3%
Ungraded	58	49	45	49	41	3.9%	3.3%	3.0%	3.4%	2.9%



District Report for: HUNTINGDON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	4	4	7	4.3%	4.2%	4.3%	4.3%	7.1%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	14.3%
White - Males	3	3	3	3	6	75.0%	75.0%	75.0%	75.0%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	9.8%	9.4%	9.7%	9.7%	9.1%
White - Females	9	9	9	9	9	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	79	83	80	80	83	85.9%	86.5%	86.0%	86.0%	83.8%
White - Females	60	64	61	61	67	75.9%	77.1%	76.3%	76.3%	80.7%
White - Males	14	14	14	14	11	17.7%	16.9%	17.5%	17.5%	13.3%
Black - Females	4	4	4	4	4	5.1%	4.8%	5.0%	5.0%	4.8%
Black - Males	1	1	1	1	1	1.3%	1.2%	1.3%	1.3%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	0	2	0	2.7%	2.6%	0.0%	2.7%	0.0%
25-29	4	4	7	4	5	5.4%	5.1%	9.2%	5.4%	6.8%
30-34	7	8	8	8	9	9.5%	10.3%	10.5%	10.8%	12.3%
35-39	7	4	4	4	6	9.5%	5.1%	5.3%	5.4%	8.2%
40-45	16	19	17	15	11	21.6%	24.4%	22.4%	20.3%	15.1%
45-49	14	16	14	12	15	18.9%	20.5%	18.4%	16.2%	20.5%
50-54	13	13	16	20	15	17.6%	16.7%	21.1%	27.0%	20.5%
55+	11	12	10	9	12	14.9%	15.4%	13.2%	12.2%	16.4%
Average Age	43.9	44.6	44.7	44.9	45.1					

Experience Distribution

Teachers by Experience

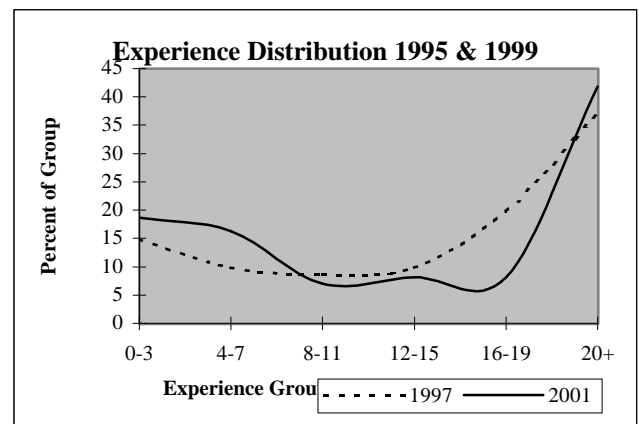
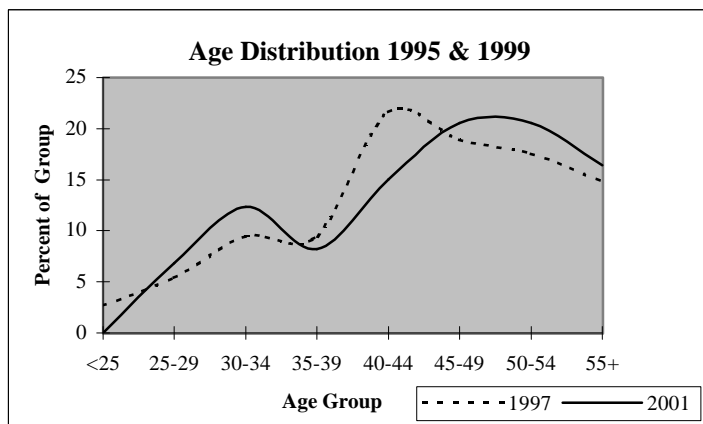
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	12	13	11	12	16	14.8%	15.3%	13.3%	14.5%	18.6%
4-7 Years	8	11	11	14	14	9.9%	12.9%	13.3%	16.9%	16.3%
8-11 Years	7	6	8	8	6	8.6%	7.1%	9.6%	9.6%	7.0%
12-15 Years	8	7	4	3	7	9.9%	8.2%	4.8%	3.6%	8.1%
16-19 Years	16	12	11	9	7	19.8%	14.1%	13.3%	10.8%	8.1%
20+ Years	30	36	38	37	36	37.0%	42.4%	45.8%	44.6%	41.9%
Average Experience	15.9	16.4	16.5	16.0	15.4					

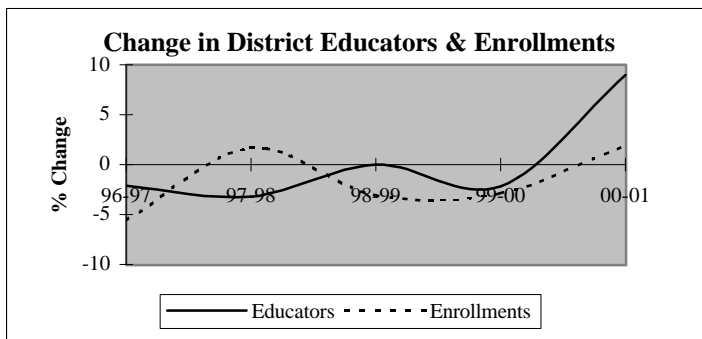
District Report for: HUNTINGDON

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	3	8	7	4	-	3.2%	8.2%	7.3%	4.2%	-
Attrition from Transfers	1	1	1	1	-	1.1%	1.0%	1.0%	1.0%	-
Attrition from Exits	2	7	6	3	-	2.1%	7.1%	6.3%	3.1%	-
Teacher Attrition	2	7	6	4	-	2.5%	8.2%	7.2%	4.8%	-
Attrition from Transfers	1	1	1	1	-	1.2%	1.2%	1.2%	1.2%	-
Attrition from Exits	1	6	5	3	-	1.2%	7.1%	6.0%	3.6%	-
District Retention										
Educator Retention	91	90	89	92	-	96.8%	91.8%	92.7%	95.8%	-
Teacher Retention	79	78	77	79	-	97.5%	91.8%	92.8%	95.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.7%	7.1%	7.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.3%	0.0%	7.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	0.0%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	7.7%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.8%	7.0%	9.5%	14.2%	15.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	5.0%	7.8%	9.4%	9.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.0%	1.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.7%	92.9%	94.8%	94.8%	90.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.3%	6.1%	4.2%	5.2%	9.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	16.5	16.0	15.9	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	19.2	18.6	18.3	17.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	-3	0	-2	8	-	-	-	-	-
% Change in Educators	-2.1%	-3.2%	0.0%	-2.2%	9.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-87	25	-46	-42	27	-	-	-	-	-
% Change in Enrollment:	-5.6%	1.7%	-3.1%	-2.9%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	1.1%	2.2%	2.2%	7.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.4%	4.4%	3.4%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.9%	9.9%	10.1%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.5%	4.5%	3.4%	3.4%	3.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	33.3%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.8	44.5	45.4	46.1	47.0	43.3	43.5	43.6	43.7	43.9
Average Experience	14.4	14.1	14.6	14.7	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,448	30,538	32,179	32,769	33,221	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.4%	5.3%	3.9%	4.0%	3.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.2%	79.5%	80.8%	80.5%	78.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.4%	7.7%	7.7%	6.5%	8.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.0%	na	14.1%	13.7%	15.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.3%	1.3%	0.6%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

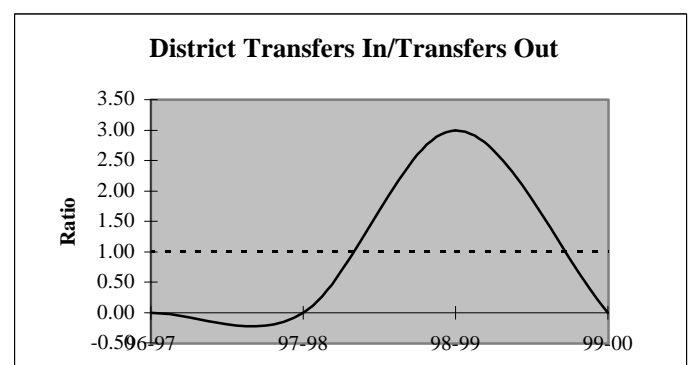
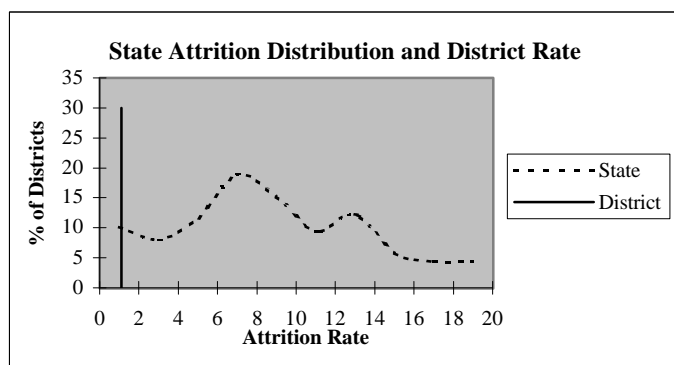
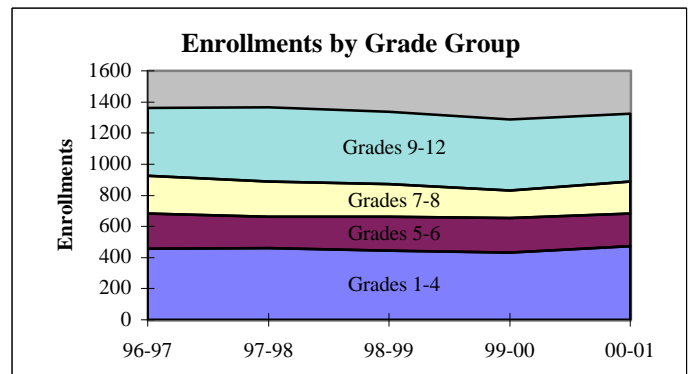
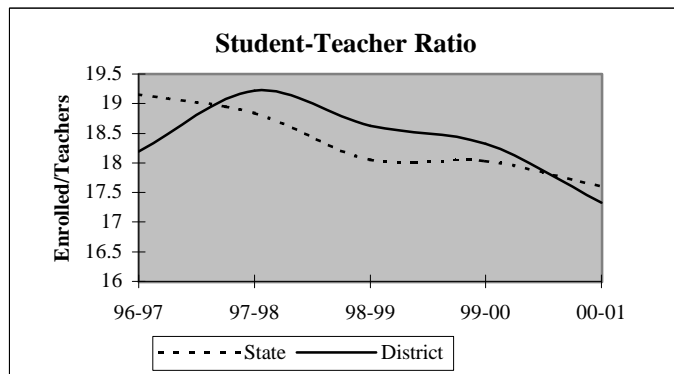
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	94	91	91	89	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	91	77	85	81	88	96.8%	84.6%	93.4%	91.0%	90.7%
Newly Hired	3	14	6	8	9	3.2%	15.4%	6.6%	9.0%	9.3%
Transfers In	0	0	3	1	1	0.0%	0.0%	50.0%	12.5%	11.1%
Reentrants	0	4	2	2	4	0.0%	28.6%	33.3%	25.0%	44.4%
First Time Educators	3	10	1	5	4	100.0%	71.4%	16.7%	62.5%	44.4%
Total Exiting Next Year	17	6	10	1	-	18.1%	6.6%	11.0%	1.1%	-
Transfers Out	5	0	1	0	-	29.4%	0.0%	10.0%	0.0%	-
Leave Tennessee Educ.	12	6	9	1	-	70.6%	100.0%	90.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	18.1%	6.6%	11.0%	1.1%	-
Transfers In/Out	0.00	nc	3.00	nc	-

District Report for: MCKENZIE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	94	91	91	89	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	3	5	4.3%	4.4%	4.4%	3.4%	5.2%
Professional Staff	9	9	9	9	9	9.6%	9.9%	9.9%	10.1%	9.3%
Total Teachers	81	78	78	77	83	86.2%	85.7%	85.7%	86.5%	85.6%
Special Education	6	6	6	5	7	7.4%	7.7%	7.7%	6.5%	8.4%
Pre-K & Kindergarten	6	6	6	5	6	7.4%	7.7%	7.7%	6.5%	7.2%
Elementary (1-4)	25	26	26	27	30	30.9%	33.3%	33.3%	35.1%	36.1%
Middle School (5-6)	9	9	9	8	7	11.1%	11.5%	11.5%	10.4%	8.4%
Jr. High (7-8)	11	9	9	10	9	13.6%	11.5%	11.5%	13.0%	10.8%
High School (9-12)	24	22	22	22	24	29.6%	28.2%	28.2%	28.6%	28.9%
Business	2	2	2	2	1	8.3%	9.1%	9.1%	9.1%	4.2%
Language Arts	3	3	4	3	4	12.5%	13.6%	18.2%	13.6%	16.7%
Social Studies	2	3	3	3	3	8.3%	13.6%	13.6%	13.6%	12.5%
Foreign Language	1	2	2	2	2	4.2%	9.1%	9.1%	9.1%	8.3%
Mathematics	3	2	2	2	3	12.5%	9.1%	9.1%	9.1%	12.5%
Science	3	3	2	3	3	12.5%	13.6%	9.1%	13.6%	12.5%
Vocational Education	1	0	0	1	1	4.2%	0.0%	0.0%	4.5%	4.2%
Other High School	9	7	7	6	7	37.5%	31.8%	31.8%	27.3%	29.2%

Total Enrollments	1,474	1,499	1,453	1,411	1,438	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	109	128	108	114	100	7.4%	8.5%	7.4%	8.1%	7.0%
Grades 1-4	455	461	443	432	471	30.9%	30.8%	30.5%	30.6%	32.8%
Grades 5-6	227	203	218	222	210	15.4%	13.5%	15.0%	15.7%	14.6%
Grades 7-8	245	225	211	175	209	16.6%	15.0%	14.5%	12.4%	14.5%
Grades 9-12	433	477	464	459	435	29.4%	31.8%	31.9%	32.5%	30.3%
Ungraded	5	5	9	9	13	0.3%	0.3%	0.6%	0.6%	0.9%



District Report for: MCKENZIE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	4	3	5	4.4%	4.5%	4.5%	3.4%	5.3%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	33.3%	20.0%
White - Males	3	3	3	2	4	75.0%	75.0%	75.0%	66.7%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	9.9%	10.2%	10.1%	10.3%	9.6%
White - Females	8	8	8	9	9	88.9%	88.9%	88.9%	100.0%	100.0%
White - Males	1	1	1	0	0	11.1%	11.1%	11.1%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	78	75	76	75	80	85.7%	85.2%	85.4%	86.2%	85.1%
White - Females	60	58	59	58	61	76.9%	77.3%	77.6%	77.3%	76.3%
White - Males	13	13	14	14	16	16.7%	17.3%	18.4%	18.7%	20.0%
Black - Females	2	1	1	1	1	2.6%	1.3%	1.3%	1.3%	1.3%
Black - Males	1	1	0	0	0	1.3%	1.3%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
Other - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	1	0	0	0	2.8%	1.5%	0.0%	0.0%	0.0%
25-29	9	8	9	6	2	12.5%	12.1%	13.6%	9.7%	3.3%
30-34	8	8	5	5	7	11.1%	12.1%	7.6%	8.1%	11.5%
35-39	4	5	6	8	10	5.6%	7.6%	9.1%	12.9%	16.4%
40-45	6	4	6	3	3	8.3%	6.1%	9.1%	4.8%	4.9%
45-49	13	11	10	11	7	18.1%	16.7%	15.2%	17.7%	11.5%
50-54	21	17	16	15	15	29.2%	25.8%	24.2%	24.2%	24.6%
55+	9	12	14	14	17	12.5%	18.2%	21.2%	22.6%	27.9%
Average Age	43.8	44.5	45.4	46.1	47.0					

Experience Distribution

Teachers by Experience

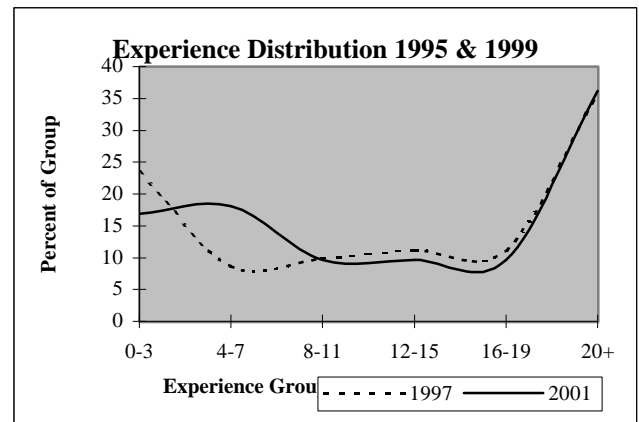
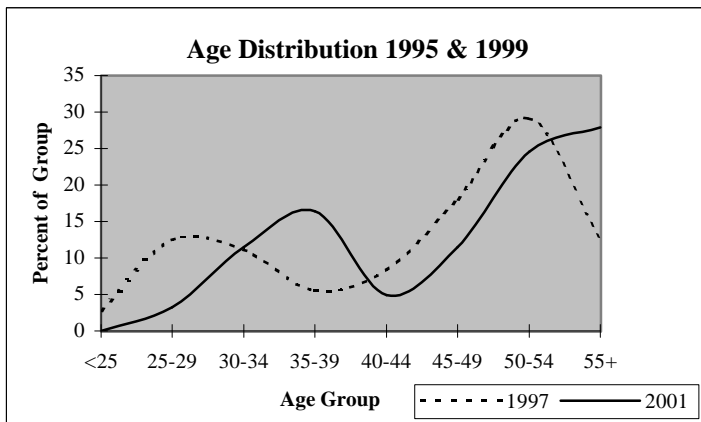
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	19	20	15	13	14	23.5%	25.6%	19.2%	16.9%	16.9%
4-7 Years	7	8	10	12	15	8.6%	10.3%	12.8%	15.6%	18.1%
8-11 Years	8	7	8	7	8	9.9%	9.0%	10.3%	9.1%	9.6%
12-15 Years	9	8	10	9	8	11.1%	10.3%	12.8%	11.7%	9.6%
16-19 Years	9	5	5	7	8	11.1%	6.4%	6.4%	9.1%	9.6%
20+ Years	29	30	30	29	30	35.8%	38.5%	38.5%	37.7%	36.1%
Average Experience	14.4	14.1	14.6	14.7	14.9					

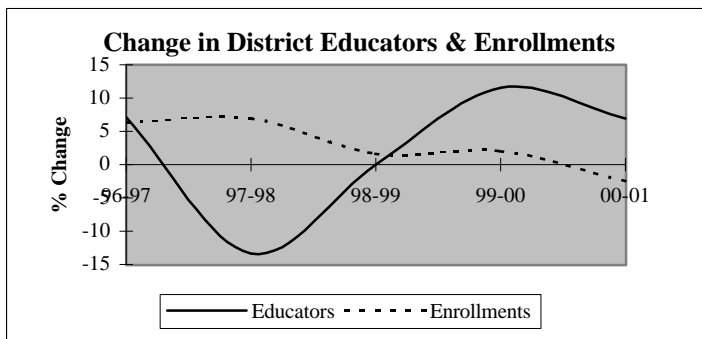
District Report for: MCKENZIE

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	17	6	10	1	-	18.1%	6.6%	11.0%	1.1%	-
Attrition from Transfers	5	0	1	0	-	5.3%	0.0%	1.1%	0.0%	-
Attrition from Exits	12	6	9	1	-	12.8%	6.6%	9.9%	1.1%	-
Teacher Attrition	14	5	8	1	-	17.3%	6.4%	10.3%	1.3%	-
Attrition from Transfers	3	0	1	0	-	3.7%	0.0%	1.3%	0.0%	-
Attrition from Exits	11	5	7	1	-	13.6%	6.4%	9.0%	1.3%	-
District Retention										
Educator Retention	77	85	81	88	-	81.9%	93.4%	89.0%	98.9%	-
Teacher Retention	67	73	70	76	-	82.7%	93.6%	89.7%	98.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	90.0%	0.0%	10.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.0%	0.0%	16.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	75.0%	8.3%	16.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.5%	5.3%	5.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	84.6%	7.7%	7.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.9%	10.9%	12.1%	13.5%	13.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.9%	6.4%	8.1%	7.9%	6.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	2.2%	0.0%	2.2%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.7%	82.4%	95.6%	89.9%	86.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	1.1%	0.0%	3.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.2%	15.4%	3.3%	7.9%	10.3%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.4	16.5	16.8	15.4	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.5	20.5	19.0	17.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	-4	0	3	2	-	-	-	-	-
% Change in Educators	7.1%	-13.3%	0.0%	11.5%	6.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	24	28	7	9	-11	-	-	-	-	-
% Change in Enrollment:	6.3%	7.0%	1.6%	2.1%	-2.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	6.7%	0.0%	0.0%	0.0%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	10.0%	11.5%	7.7%	3.4%	6.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	3.3%	7.7%	3.8%	6.9%	6.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	50.0%	100.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.6	42.6	42.4	42.7	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	13.5	11.9	11.5	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,184	30,839	30,976	32,344	32,267	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.6%	85.7%	82.6%	80.8%	81.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.7%	4.8%	4.3%	3.8%	7.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.7%	na	5.9%	5.9%	7.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	0.9%	0.7%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

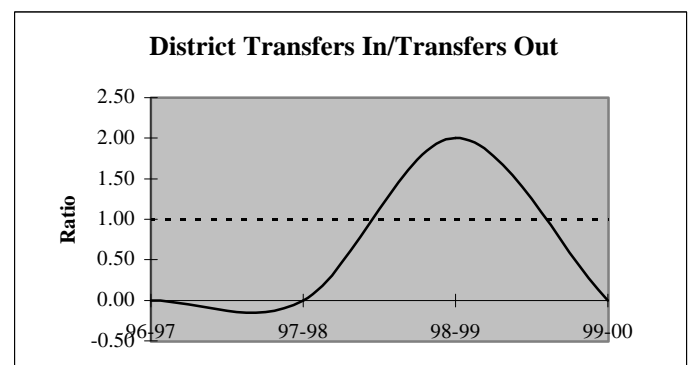
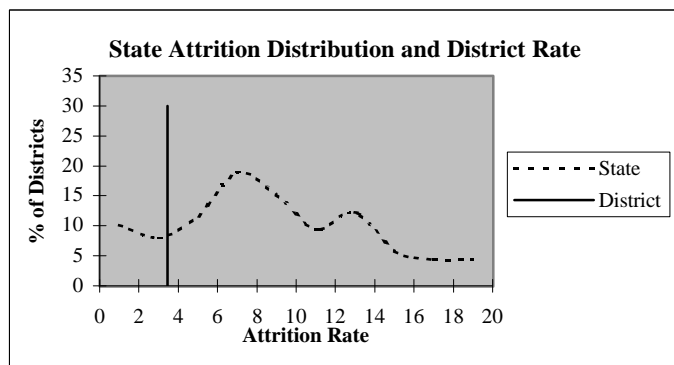
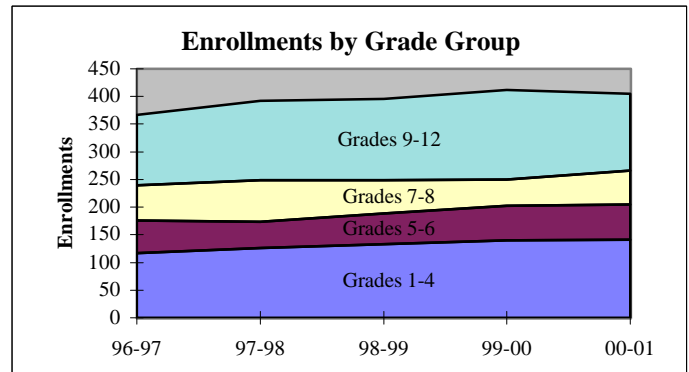
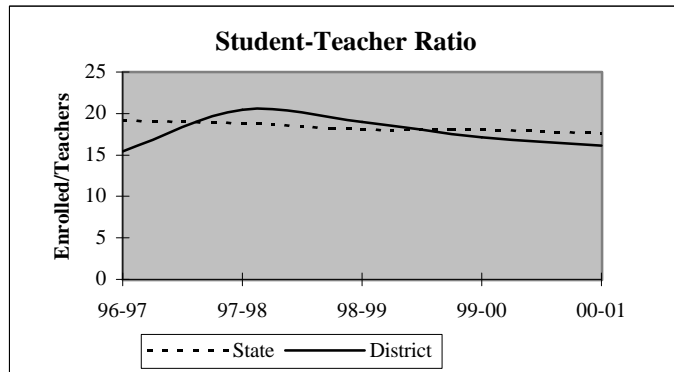
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	30	26	26	29	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	26	21	24	28	90.0%	100.0%	80.8%	82.8%	90.3%
Newly Hired	3	0	5	5	3	10.0%	0.0%	19.2%	17.2%	9.7%
Transfers In	1	0	2	1	0	33.3%	0.0%	40.0%	20.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
First Time Educators	2	0	3	3	3	66.7%	0.0%	60.0%	60.0%	100.0%
Total Exiting Next Year	4	5	2	1	-	13.3%	19.2%	7.7%	3.4%	-
Transfers Out	0	1	1	0	-	0.0%	20.0%	50.0%	0.0%	-
Leave Tennessee Educ.	4	4	1	1	-	100.0%	80.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	13.3%	19.2%	7.7%	3.4%	-
Transfers In/Out	nc	0.00	2.00	nc	-

District Report for: SOUTH CARROLL

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	30	26	26	29	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	1	2	10.0%	11.5%	7.7%	3.4%	6.5%
Professional Staff	1	2	1	2	2	3.3%	7.7%	3.8%	6.9%	6.5%
Total Teachers	26	21	23	26	27	86.7%	80.8%	88.5%	89.7%	87.1%
Special Education	2	1	1	1	2	7.7%	4.8%	4.3%	3.8%	7.4%
Pre-K & Kindergarten	2	2	2	2	2	7.7%	9.5%	8.7%	7.7%	7.4%
Elementary (1-4)	8	8	8	9	8	30.8%	38.1%	34.8%	34.6%	29.6%
Middle School (5-6)	2	2	3	3	3	7.7%	9.5%	13.0%	11.5%	11.1%
Jr. High (7-8)	2	2	2	2	3	7.7%	9.5%	8.7%	7.7%	11.1%
High School (9-12)	10	6	7	9	9	38.5%	28.6%	30.4%	34.6%	33.3%
Business	1	1	1	0	0	10.0%	16.7%	14.3%	0.0%	0.0%
Language Arts	1	1	0	2	1	10.0%	16.7%	0.0%	22.2%	11.1%
Social Studies	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%
Foreign Language	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	1	1	1	2	2	10.0%	16.7%	14.3%	22.2%	22.2%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%
Vocational Education	2	2	2	3	3	20.0%	33.3%	28.6%	33.3%	33.3%
Other High School	4	1	3	0	1	40.0%	16.7%	42.9%	0.0%	11.1%

Total Enrollments	402	430	437	446	435	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	34	37	31	27	7.2%	7.9%	8.5%	7.0%	6.2%
Grades 1-4	117	126	133	140	141	29.1%	29.3%	30.4%	31.4%	32.4%
Grades 5-6	59	47	55	63	64	14.7%	10.9%	12.6%	14.1%	14.7%
Grades 7-8	63	76	61	47	61	15.7%	17.7%	14.0%	10.5%	14.0%
Grades 9-12	128	143	147	162	139	31.8%	33.3%	33.6%	36.3%	32.0%
Ungraded	6	4	4	3	3	1.5%	0.9%	0.9%	0.7%	0.7%



District Report for: SOUTH CARROLL

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	3	2	1	2	10.7%	12.0%	8.0%	3.7%	7.1%
White - Females	1	1	1	1	1	33.3%	33.3%	50.0%	100.0%	50.0%
White - Males	2	2	1	0	1	66.7%	66.7%	50.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	2	1	2	2	3.6%	8.0%	4.0%	7.4%	7.1%
White - Females	1	2	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	24	20	22	24	24	85.7%	80.0%	88.0%	88.9%	85.7%
White - Females	20	17	18	19	19	83.3%	85.0%	81.8%	79.2%	79.2%
White - Males	4	3	4	5	5	16.7%	15.0%	18.2%	20.8%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	6	1	2	1	1	30.0%	6.3%	12.5%	5.9%	5.9%
30-34	1	3	3	5	5	5.0%	18.8%	18.8%	29.4%	29.4%
35-39	2	3	3	3	1	10.0%	18.8%	18.8%	17.6%	5.9%
40-45	3	1	0	0	2	15.0%	6.3%	0.0%	0.0%	11.8%
45-49	4	5	4	2	2	20.0%	31.3%	25.0%	11.8%	11.8%
50-54	1	1	1	3	3	5.0%	6.3%	6.3%	17.6%	17.6%
55+	3	2	3	3	3	15.0%	12.5%	18.8%	17.6%	17.6%
Average Age	41.6	42.6	42.4	42.7	43.6					

Experience Distribution

Teachers by Experience

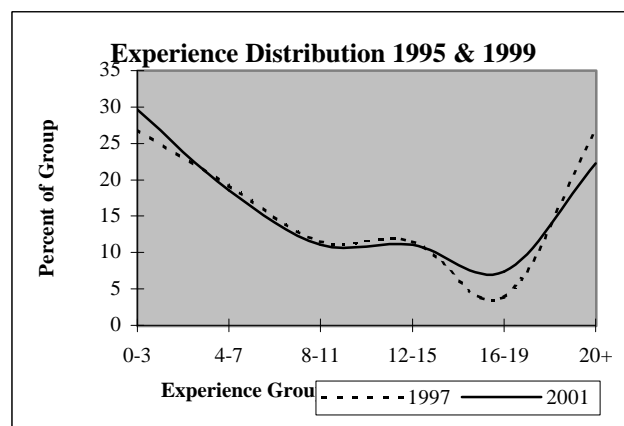
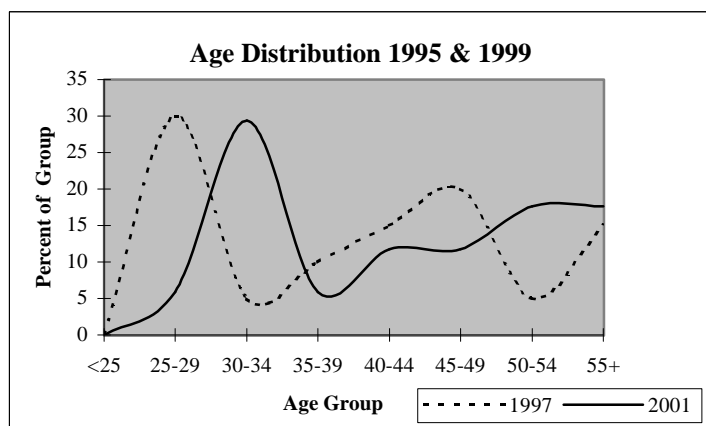
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	4	8	7	8	26.9%	19.0%	34.8%	26.9%	29.6%
4-7 Years	5	4	2	6	5	19.2%	19.0%	8.7%	23.1%	18.5%
8-11 Years	3	4	4	3	3	11.5%	19.0%	17.4%	11.5%	11.1%
12-15 Years	3	2	2	2	3	11.5%	9.5%	8.7%	7.7%	11.1%
16-19 Years	1	1	1	2	2	3.8%	4.8%	4.3%	7.7%	7.4%
20+ Years	7	6	6	6	6	26.9%	28.6%	26.1%	23.1%	22.2%
Average Experience	11.7	13.5	11.9	11.5	11.9					

District Report for: SOUTH CARROLL

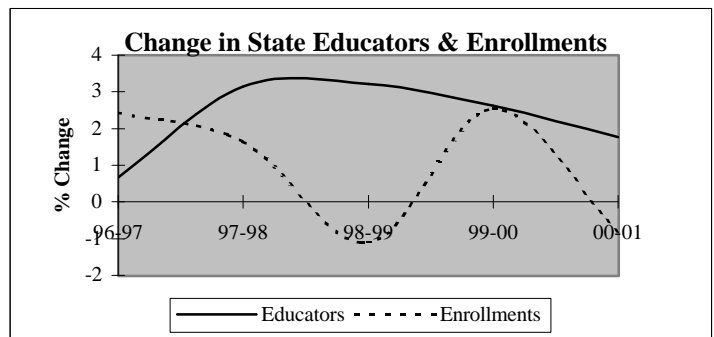
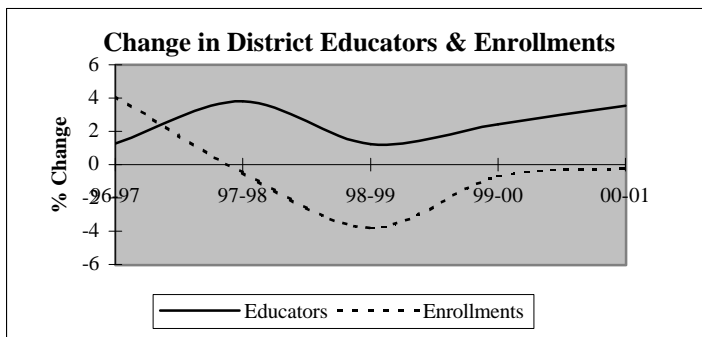
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	4	5	2	1	-	13.3%	19.2%	7.7%	3.4%	-
Attrition from Transfers	0	1	1	0	-	0.0%	3.8%	3.8%	0.0%	-
Attrition from Exits	4	4	1	1	-	13.3%	15.4%	3.8%	3.4%	-
Teacher Attrition	4	2	1	1	-	15.4%	9.5%	4.3%	3.8%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	4.3%	0.0%	-
Attrition from Exits	4	2	0	1	-	15.4%	9.5%	0.0%	3.8%	-
District Retention										
Educator Retention	26	21	24	28	-	86.7%	80.8%	92.3%	96.6%	-
Teacher Retention	22	19	22	25	-	84.6%	90.5%	95.7%	96.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	8.3%	25.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.5%	0.0%	12.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.5%	0.0%	12.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	19.4%	16.1%	28.6%	31.0%	25.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	12.9%	9.7%	22.9%	17.2%	7.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	3.8%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	100.0%	84.6%	86.2%	90.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.7%	0.0%	11.5%	13.8%	9.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WEST CARROLL SP DIST



Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	16.1	15.4	14.6	14.2	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.9	18.9	17.6	17.0	16.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	3	1	2	3	-	-	-	-	-
% Change in Educators	1.3%	3.8%	1.2%	2.4%	3.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	50	-6	-48	-9	-3	-	-	-	-	-
% Change in Enrollment:	4.1%	-0.5%	-3.8%	-0.7%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.3%	1.2%	1.2%	1.2%	3.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	6.1%	6.0%	5.9%	6.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	12.2%	10.8%	10.6%	11.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.8%	6.5%	9.1%	7.9%	7.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	75.0%	60.0%	60.0%	40.0%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.8	43.6	44.4	44.7	44.3	43.3	43.5	43.6	43.7	43.9
Average Experience	14.0	14.4	14.7	14.4	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,829	30,850	31,456	32,724	32,140	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.8%	7.8%	10.8%	9.4%	9.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	70.1%	70.1%	69.6%	70.4%	77.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.4%	7.5%	7.2%	8.5%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	12.1%	na	12.7%	12.8%	12.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.4%	0.0%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Dynamics of the Workforce										
Total Workforce	79	82	83	85	88	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	70	77	76	74	78	88.6%	93.9%	91.6%	87.1%	88.6%
Newly Hired	9	5	7	11	10	11.4%	6.1%	8.4%	12.9%	11.4%
Transfers In	1	0	0	4	2	11.1%	0.0%	0.0%	36.4%	20.0%
Reentrants	2	4	5	3	4	22.2%	80.0%	71.4%	27.3%	40.0%
First Time Educators	6	1	2	4	4	66.7%	20.0%	28.6%	36.4%	40.0%
Total Exiting Next Year	2	6	9	7	-	2.5%	7.3%	10.8%	8.2%	-
Transfers Out	1	3	3	2	-	50.0%	50.0%	33.3%	28.6%	-
Leave Tennessee Educ.	1	3	6	5	-	50.0%	50.0%	66.7%	71.4%	-

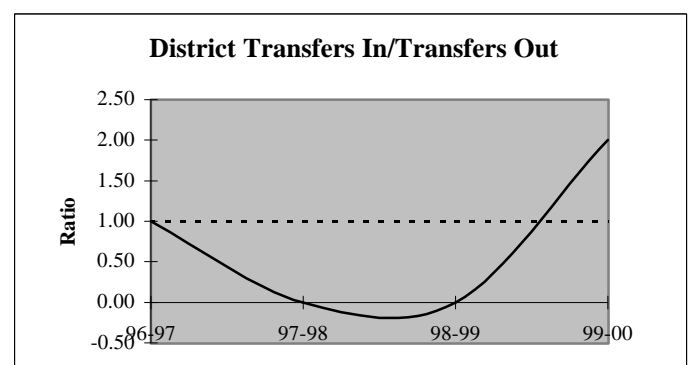
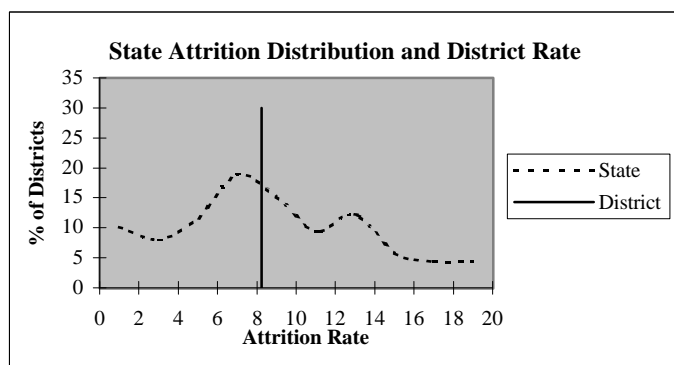
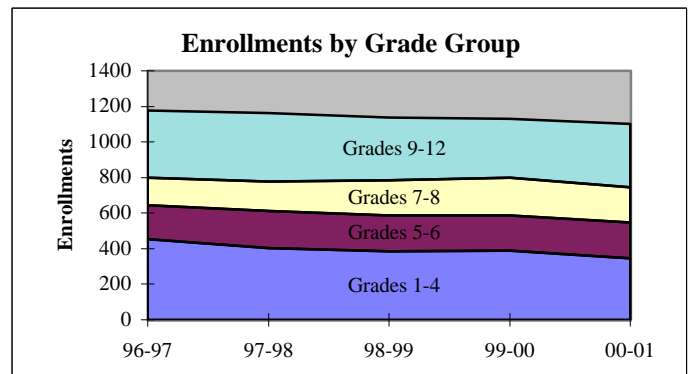
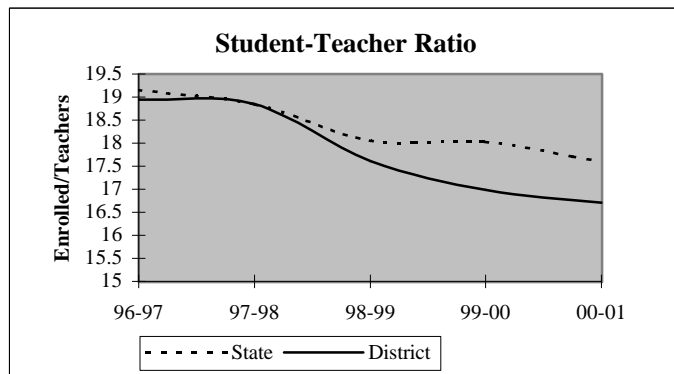
Dynamics Rates

	District Rates				
District Attrition	2.5%	7.3%	10.8%	8.2%	-
Transfers In/Out	1.00	0.00	0.00	2.00	-

District Report for: WEST CARROLL SP DIST

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	79	82	83	85	88	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	5	5	6	5.1%	6.1%	6.0%	5.9%	6.8%
Professional Staff	8	10	9	9	10	10.1%	12.2%	10.8%	10.6%	11.4%
Total Teachers	67	67	69	71	72	84.8%	81.7%	83.1%	83.5%	81.8%
Special Education	7	5	5	6	6	10.4%	7.5%	7.2%	8.5%	8.3%
Pre-K & Kindergarten	5	4	4	4	5	7.5%	6.0%	5.8%	5.6%	6.9%
Elementary (1-4)	20	23	22	23	24	29.9%	34.3%	31.9%	32.4%	33.3%
Middle School (5-6)	11	10	10	12	11	16.4%	14.9%	14.5%	16.9%	15.3%
Jr. High (7-8)	7	8	8	7	7	10.4%	11.9%	11.6%	9.9%	9.7%
High School (9-12)	17	17	20	19	19	25.4%	25.4%	29.0%	26.8%	26.4%
Business	1	2	2	1	1	5.9%	11.8%	10.0%	5.3%	5.3%
Language Arts	1	3	3	3	3	5.9%	17.6%	15.0%	15.8%	15.8%
Social Studies	2	2	2	1	3	11.8%	11.8%	10.0%	5.3%	15.8%
Foreign Language	1	1	1	1	1	5.9%	5.9%	5.0%	5.3%	5.3%
Mathematics	1	1	2	3	3	5.9%	5.9%	10.0%	15.8%	15.8%
Science	2	1	2	2	1	11.8%	5.9%	10.0%	10.5%	5.3%
Vocational Education	2	2	2	3	3	11.8%	11.8%	10.0%	15.8%	15.8%
Other High School	7	5	6	5	4	41.2%	29.4%	30.0%	26.3%	21.1%

Total Enrollments	1,269	1,263	1,215	1,206	1,203	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	94	75	67	97	6.7%	7.4%	6.2%	5.6%	8.1%
Grades 1-4	455	403	386	388	345	35.9%	31.9%	31.8%	32.2%	28.7%
Grades 5-6	188	210	202	199	203	14.8%	16.6%	16.6%	16.5%	16.9%
Grades 7-8	157	165	198	212	196	12.4%	13.1%	16.3%	17.6%	16.3%
Grades 9-12	378	386	352	332	356	29.8%	30.6%	29.0%	27.5%	29.6%
Ungraded	6	5	2	8	6	0.5%	0.4%	0.2%	0.7%	0.5%



District Report for: WEST CARROLL SP DIST

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	5	5	5	6	5.4%	6.5%	6.5%	6.6%	7.5%
White - Females	3	3	3	2	1	75.0%	60.0%	60.0%	40.0%	16.7%
White - Males	1	2	2	3	5	25.0%	40.0%	40.0%	60.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	8	7	7	8	8.1%	10.4%	9.1%	9.2%	10.0%
White - Females	5	7	7	7	8	83.3%	87.5%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	16.7%	12.5%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	64	64	65	64	66	86.5%	83.1%	84.4%	84.2%	82.5%
White - Females	42	42	41	43	49	65.6%	65.6%	63.1%	67.2%	74.2%
White - Males	17	17	17	15	11	26.6%	26.6%	26.2%	23.4%	16.7%
Black - Females	3	3	4	4	4	4.7%	4.7%	6.2%	6.3%	6.1%
Black - Males	2	2	3	2	2	3.1%	3.1%	4.6%	3.1%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.9%
25-29	5	6	5	3	0	8.8%	10.5%	8.8%	5.4%	0.0%
30-34	6	3	3	6	9	10.5%	5.3%	5.3%	10.7%	17.0%
35-39	10	12	12	9	7	17.5%	21.1%	21.1%	16.1%	13.2%
40-45	8	6	8	7	8	14.0%	10.5%	14.0%	12.5%	15.1%
45-49	11	10	9	10	9	19.3%	17.5%	15.8%	17.9%	17.0%
50-54	14	15	14	13	8	24.6%	26.3%	24.6%	23.2%	15.1%
55+	3	5	6	8	11	5.3%	8.8%	10.5%	14.3%	20.8%
Average Age	42.8	43.6	44.4	44.7	44.3					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	12	12	7	13	17	17.9%	17.9%	10.1%	18.3%	23.6%
4-7 Years	9	8	15	13	13	13.4%	11.9%	21.7%	18.3%	18.1%
8-11 Years	8	8	8	4	6	11.9%	11.9%	11.6%	5.6%	8.3%
12-15 Years	7	8	7	11	7	10.4%	11.9%	10.1%	15.5%	9.7%
16-19 Years	10	7	5	4	7	14.9%	10.4%	7.2%	5.6%	9.7%
20+ Years	21	24	27	26	22	31.3%	35.8%	39.1%	36.6%	30.6%
Average Experience	14.0	14.4	14.7	14.4	13.2					

District Report for: WEST CARROLL SP DIST

Attrition

Educator Attrition

District Counts					District Rates				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
2	6	9	7	-	2.5%	7.3%	10.8%	8.2%	-

Attrition from Transfers

1 3 3 2 - 1.3% 3.7% 3.6% 2.4% -

Attrition from Exits

1 3 6 5 - 1.3% 3.7% 7.2% 5.9% -

Teacher Attrition

2	4	8	6	-	3.0%	6.0%	11.6%	8.5%	-
---	---	---	---	---	------	------	-------	------	---

Attrition from Transfers

1 2 3 2 - 1.5% 3.0% 4.3% 2.8% -

Attrition from Exits

1 2 5 4 - 1.5% 3.0% 7.2% 5.6% -

District Retention

Educator Retention

77 76 74 78 - 97.5% 92.7% 89.2% 91.8% -

Teacher Retention

65 63 61 65 - 97.0% 94.0% 88.4% 91.5% -

Teacher Retention

5 Year Average Retention Rate

District Rates		
Retained	Transfer	Attrition

Statewide Rates			
Retained	Transfer	Total	Attrition

New Entrants

80.0% 5.0% 15.0% 78.6% 5.3% 83.9% 16.1%

1 Year of Experience

83.3% 8.3% 8.3% 84.3% 2.9% 87.2% 12.8%

2 Years of Experience

73.3% 0.0% 26.7% 86.1% 2.7% 88.8% 11.2%

3 Years of Experience

100.0% 0.0% 0.0% 87.3% 2.2% 89.6% 10.4%

4 Years of Experience

100.0% 0.0% 0.0% 88.4% 2.1% 90.5% 9.5%

5 Years of Experience

77.8% 16.7% 5.6% 89.6% 1.8% 91.4% 8.6%

Survey Data Quality

Incomplete Responses

District Percentages					Statewide Percentages				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01

Race

9.1% 10.8% 12.9% 19.8% 22.5% 8.7% 12.8% 16.1% 18.9% 19.5%

Sex

4.5% 6.0% 6.5% 7.0% 7.9% 4.6% 7.8% 10.1% 9.2% 8.7%

Experience Increment

% Increment by 0

1.3% 4.9% 1.2% 3.5% 1.1% 1.1% 1.1% 1.2% 1.2% 1.4%

% Increment by 1

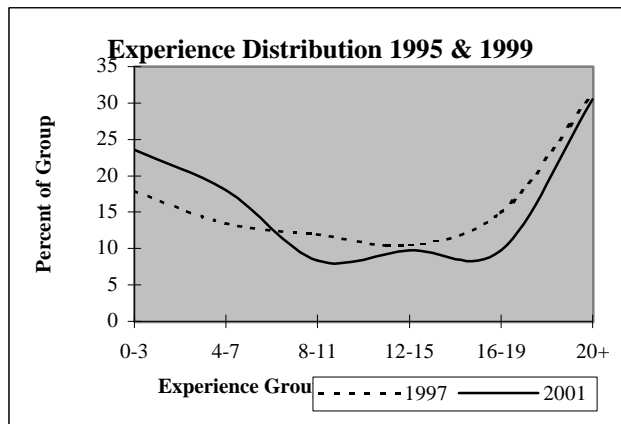
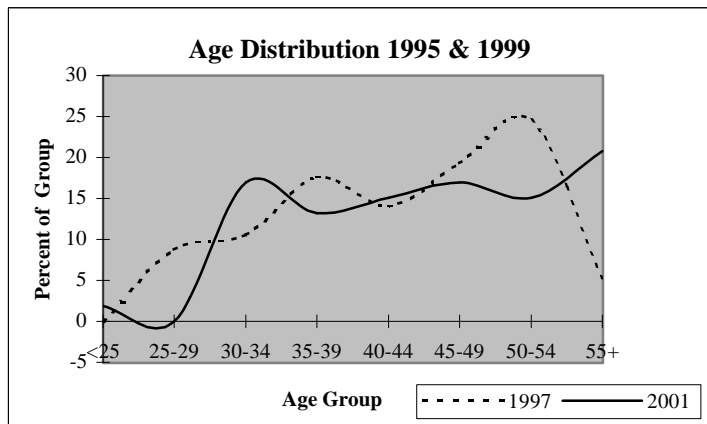
88.6% 87.8% 90.4% 88.2% 89.8% 90.2% 89.5% 89.2% 87.7% 88.0%

% Increment by 2

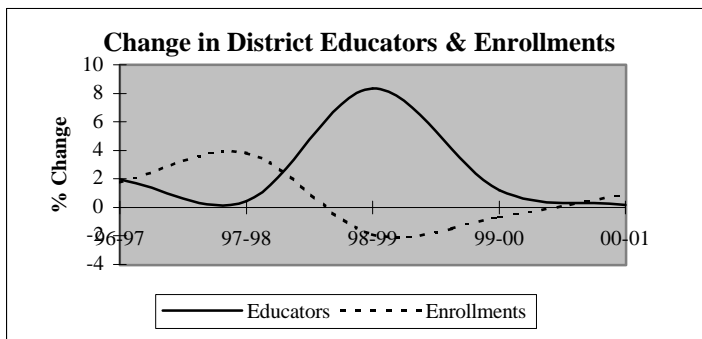
0.0% 0.0% 0.0% 0.0% 0.0% 0.1% 0.1% 0.1% 0.2% 0.3%

% Other Increment

10.1% 7.3% 8.4% 8.2% 9.1% 8.6% 9.3% 9.4% 11.0% 10.3%



District Report for: CARTER COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	14.3	13.0	12.7	12.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.3	16.8	15.1	14.9	15.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	9	2	39	6	1	-	-	-	-	-
% Change in Educators	2.0%	0.4%	8.3%	1.2%	0.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	111	245	-128	-45	62	-	-	-	-	-
% Change in Enrollment:	1.7%	3.8%	-1.9%	-0.7%	0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.2%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.1%	4.5%	4.5%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	9.4%	9.3%	10.1%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.6%	1.2%	1.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.3%	4.2%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	21.7%	25.0%	26.1%	30.4%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.0	42.3	42.3	42.5	42.7	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	14.6	14.4	14.1	14.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,586	29,570	30,807	31,436	31,290	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.5%	0.5%	0.5%	0.9%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	65.0%	64.3%	65.4%	66.4%	66.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	8.3%	9.6%	9.6%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.5%	na	0.8%	0.7%	0.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	3.7%	2.1%	1.9%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

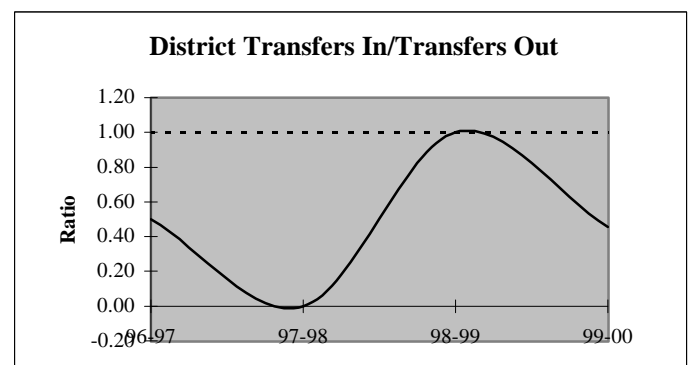
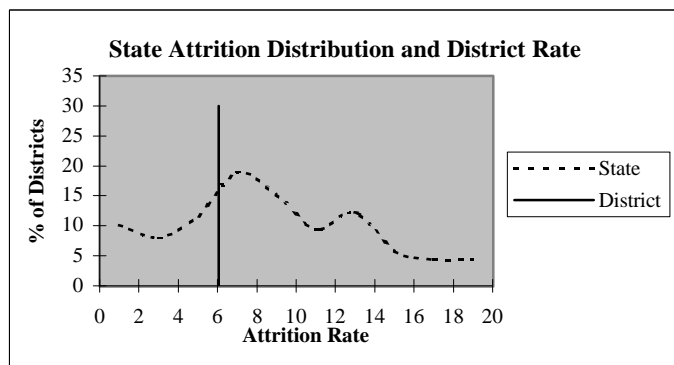
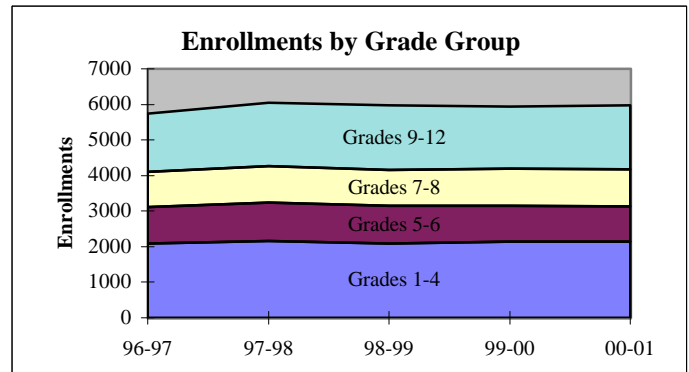
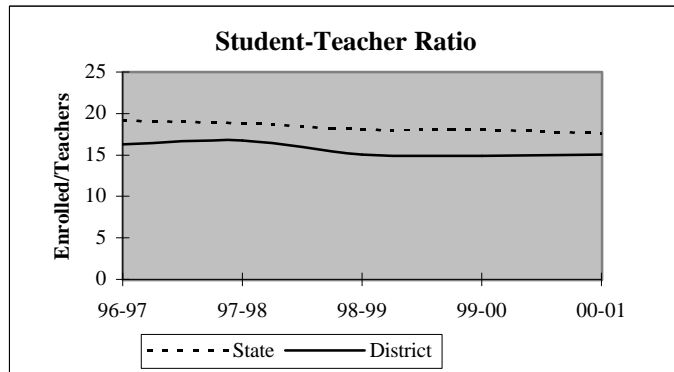
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	466	468	507	513	514	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	434	424	466	467	482	93.1%	90.6%	91.9%	91.0%	93.8%
Newly Hired	32	44	41	46	32	6.9%	9.4%	8.1%	9.0%	6.2%
Transfers In	4	7	6	5	2	12.5%	15.9%	14.6%	10.9%	6.3%
Reentrants	11	9	13	13	5	34.4%	20.5%	31.7%	28.3%	15.6%
First Time Educators	17	28	22	28	25	53.1%	63.6%	53.7%	60.9%	78.1%
Total Exiting Next Year	42	2	40	31	-	9.0%	0.4%	7.9%	6.0%	-
Transfers Out	8	0	6	11	-	19.0%	0.0%	15.0%	35.5%	-
Leave Tennessee Educ.	34	2	34	20	-	81.0%	100.0%	85.0%	64.5%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	0.4%	7.9%	6.0%	-
Transfers In/Out	0.50	nc	1.00	0.45	-

District Report for: CARTER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	466	468	507	513	514	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	24	23	23	21	4.9%	5.1%	4.5%	4.5%	4.1%
Professional Staff	46	44	47	52	55	9.9%	9.4%	9.3%	10.1%	10.7%
Total Teachers	397	400	437	438	438	85.2%	85.5%	86.2%	85.4%	85.2%
Special Education	34	33	42	42	40	8.6%	8.3%	9.6%	9.6%	9.1%
Pre-K & Kindergarten	34	37	37	33	36	8.6%	9.3%	8.5%	7.5%	8.2%
Elementary (1-4)	145	147	161	165	155	36.5%	36.8%	36.8%	37.7%	35.4%
Middle School (5-6)	42	44	45	45	54	10.6%	11.0%	10.3%	10.3%	12.3%
Jr. High (7-8)	39	37	38	39	42	9.8%	9.3%	8.7%	8.9%	9.6%
High School (9-12)	103	102	114	114	111	25.9%	25.5%	26.1%	26.0%	25.3%
Business	4	3	3	4	5	3.9%	2.9%	2.6%	3.5%	4.5%
Language Arts	14	11	11	15	18	13.6%	10.8%	9.6%	13.2%	16.2%
Social Studies	10	9	9	14	13	9.7%	8.8%	7.9%	12.3%	11.7%
Foreign Language	1	3	4	3	3	1.0%	2.9%	3.5%	2.6%	2.7%
Mathematics	11	10	11	13	12	10.7%	9.8%	9.6%	11.4%	10.8%
Science	9	11	11	12	11	8.7%	10.8%	9.6%	10.5%	9.9%
Vocational Education	28	26	26	25	24	27.2%	25.5%	22.8%	21.9%	21.6%
Other High School	26	29	39	28	25	25.2%	28.4%	34.2%	24.6%	22.5%

Total Enrollments	6,464	6,709	6,581	6,536	6,598	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	579	521	495	494	507	9.0%	7.8%	7.5%	7.6%	7.7%
Grades 1-4	2,086	2,168	2,088	2,140	2,138	32.3%	32.3%	31.7%	32.7%	32.4%
Grades 5-6	1,019	1,072	1,059	1,004	993	15.8%	16.0%	16.1%	15.4%	15.1%
Grades 7-8	989	1,023	1,013	1,055	1,042	15.3%	15.2%	15.4%	16.1%	15.8%
Grades 9-12	1,652	1,785	1,810	1,741	1,805	25.6%	26.6%	27.5%	26.6%	27.4%
Ungraded	139	140	116	102	113	2.2%	2.1%	1.8%	1.6%	1.7%



District Report for: CARTER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	23	24	23	23	21	5.0%	5.2%	4.6%	4.6%	4.2%
White - Females	5	6	6	7	7	21.7%	25.0%	26.1%	30.4%	33.3%
White - Males	17	17	17	16	14	73.9%	70.8%	73.9%	69.6%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	4.3%	4.2%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	45	43	46	49	51	9.8%	9.3%	9.3%	9.9%	10.3%
White - Females	35	34	36	39	41	77.8%	79.1%	78.3%	79.6%	80.4%
White - Males	9	8	9	8	8	20.0%	18.6%	19.6%	16.3%	15.7%
Black - Females	1	1	1	1	1	2.2%	2.3%	2.2%	2.0%	2.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	2.0%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	390	393	427	423	424	85.2%	85.4%	86.1%	85.5%	85.5%
White - Females	254	255	282	283	284	65.1%	64.9%	66.0%	66.9%	67.0%
White - Males	134	136	143	136	135	34.4%	34.6%	33.5%	32.2%	31.8%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.2%	0.2%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.2%	0.2%	0.2%
Other - Females	1	1	1	2	3	0.3%	0.3%	0.2%	0.5%	0.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	4	5	3	3	0.3%	1.1%	1.3%	0.8%	0.8%
25-29	40	45	47	40	41	10.7%	12.2%	11.8%	10.3%	10.6%
30-34	46	46	56	61	57	12.3%	12.4%	14.1%	15.8%	14.8%
35-39	51	49	50	49	53	13.7%	13.2%	12.6%	12.7%	13.8%
40-45	59	51	54	54	58	15.8%	13.8%	13.6%	14.0%	15.1%
45-49	78	82	82	79	59	20.9%	22.2%	20.6%	20.4%	15.3%
50-54	53	57	53	54	56	14.2%	15.4%	13.3%	14.0%	14.5%
55+	45	36	51	47	58	12.1%	9.7%	12.8%	12.1%	15.1%
Average Age	43.0	42.3	42.3	42.5	42.7					

Experience Distribution

Teachers by Experience

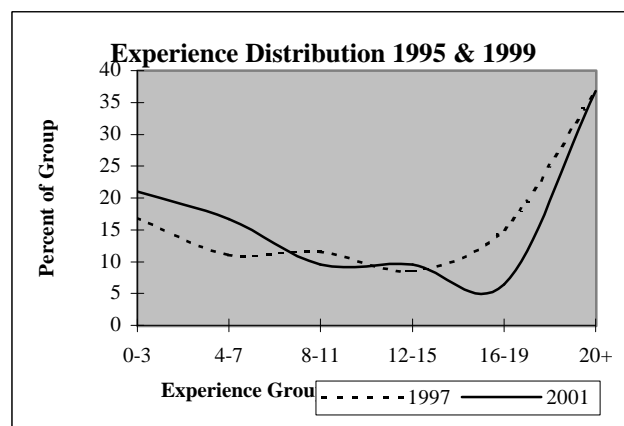
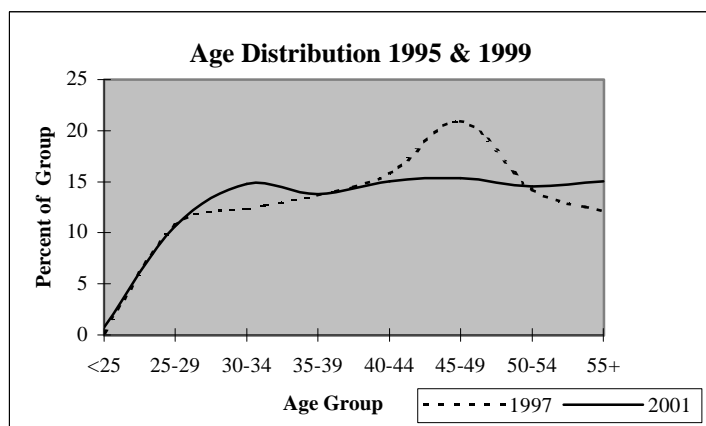
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	67	82	92	94	92	16.9%	20.5%	21.1%	21.5%	21.0%
4-7 Years	44	48	63	74	73	11.1%	12.0%	14.4%	16.9%	16.7%
8-11 Years	46	37	34	35	42	11.6%	9.3%	7.8%	8.0%	9.6%
12-15 Years	34	35	38	39	42	8.6%	8.8%	8.7%	8.9%	9.6%
16-19 Years	60	55	49	42	28	15.1%	13.8%	11.2%	9.6%	6.4%
20+ Years	146	143	161	154	161	36.8%	35.8%	36.8%	35.2%	36.8%
Average Experience	15.2	14.6	14.4	14.1	14.2					

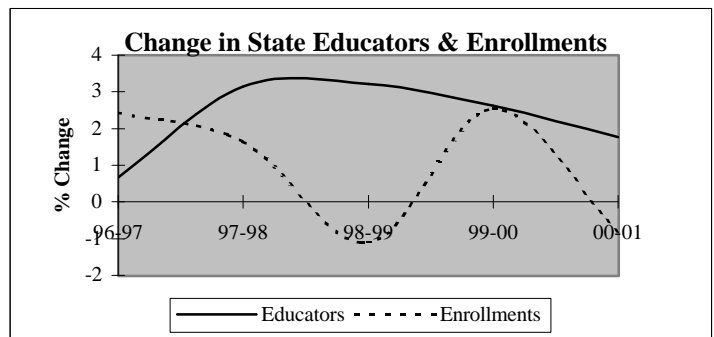
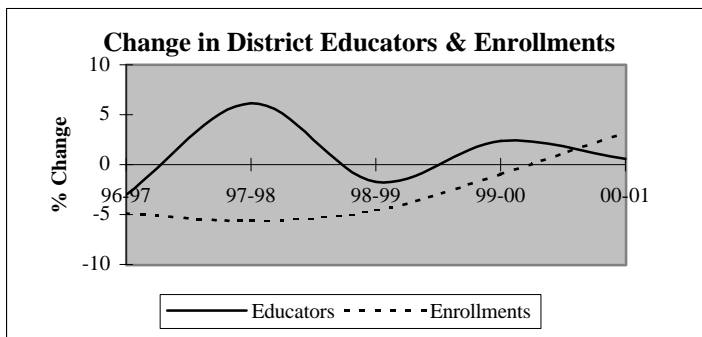
District Report for: CARTER COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	42	2	40	31	-	9.0%	0.4%	7.9%	6.0%	-
Attrition from Transfers	8	0	6	11	-	1.7%	0.0%	1.2%	2.1%	-
Attrition from Exits	34	2	34	20	-	7.3%	0.4%	6.7%	3.9%	-
Teacher Attrition	35	1	32	25	-	8.8%	0.3%	7.3%	5.7%	-
Attrition from Transfers	7	0	5	9	-	1.8%	0.0%	1.1%	2.1%	-
Attrition from Exits	28	1	27	16	-	7.1%	0.3%	6.2%	3.7%	-
District Retention										
Educator Retention	424	466	467	482	-	91.0%	99.6%	92.1%	94.0%	-
Teacher Retention	362	399	405	413	-	91.2%	99.8%	92.7%	94.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	92.3%	1.9%	5.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	94.1%	1.0%	5.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	92.2%	4.9%	2.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	92.3%	3.3%	4.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	97.5%	0.0%	2.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.3%	0.0%	5.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.3%	12.1%	16.4%	20.1%	21.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.5%	9.6%	12.8%	13.2%	12.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.1%	0.6%	0.8%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.6%	90.8%	91.9%	91.0%	92.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.6%	0.0%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.0%	8.1%	6.9%	8.2%	6.0%	8.6%	9.3%	9.4%	11.0%	10.3%





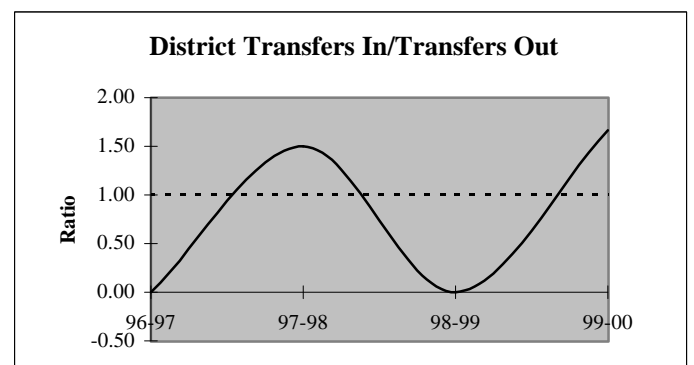
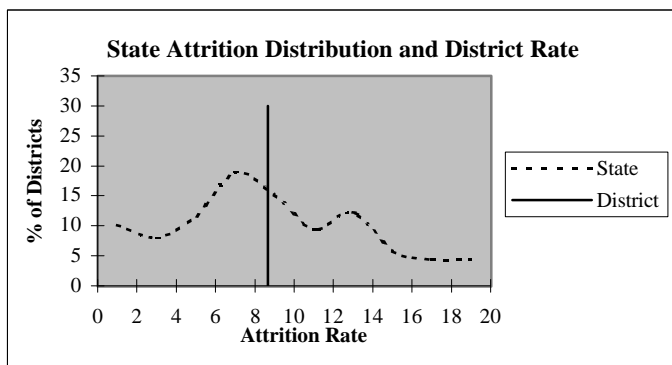
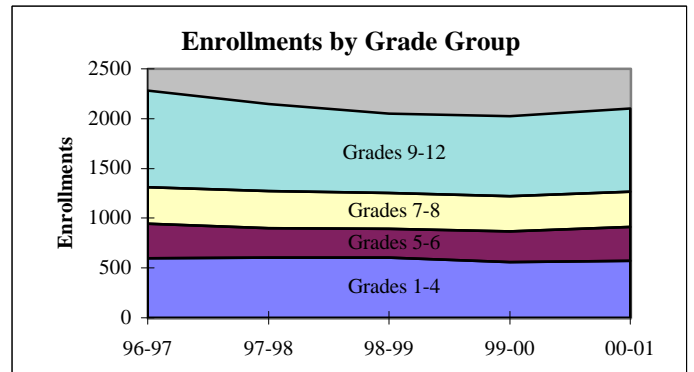
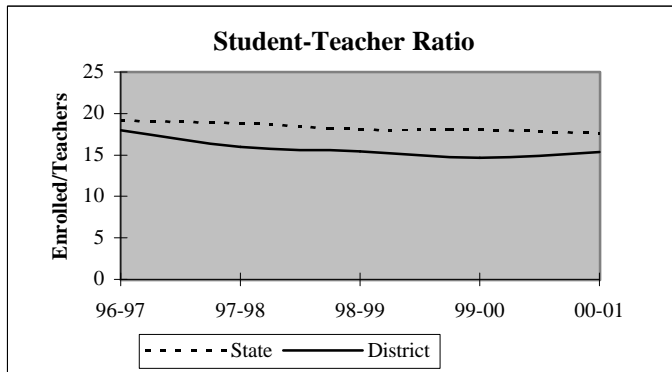
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.1	13.4	13.1	12.6	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.0	15.9	15.4	14.7	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	10	-3	4	1	-	-	-	-	-
% Change in Educators	-3.0%	6.2%	-1.7%	2.4%	0.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-125	-138	-106	-21	70	-	-	-	-	-
% Change in Enrollment:	-4.9%	-5.6%	-4.6%	-1.0%	3.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	1.2%	0.6%	0.6%	5.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	5.2%	4.7%	5.2%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.5%	10.5%	10.7%	8.7%	10.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.6%	0.6%	0.6%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	55.6%	55.6%	50.0%	33.3%	22.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.2	45.2	46.7	45.9	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	16.2	15.7	16.9	16.2	15.9	13.8	13.7	13.7	13.4	13.3
Average Salary	33,544	33,302	35,968	37,061	36,263	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	0.7%	0.7%	0.7%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	66.9%	67.6%	66.4%	66.4%	67.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	11.0%	9.8%	10.1%	9.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.8%	na	5.5%	5.1%	5.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.7%	1.0%	0.8%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	162	172	169	173	174	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	151	153	161	154	158	93.2%	89.0%	95.3%	89.0%	90.8%
Newly Hired	11	19	8	19	16	6.8%	11.0%	4.7%	11.0%	9.2%
Transfers In	0	6	0	5	7	0.0%	31.6%	0.0%	26.3%	43.8%
Reentrants	8	1	4	7	3	72.7%	5.3%	50.0%	36.8%	18.8%
First Time Educators	3	12	4	7	6	27.3%	63.2%	50.0%	36.8%	37.5%
Total Exiting Next Year	9	11	15	15	-	5.6%	6.4%	8.9%	8.7%	-
Transfers Out	2	4	3	3	-	22.2%	36.4%	20.0%	20.0%	-
Leave Tennessee Educ.	7	7	12	12	-	77.8%	63.6%	80.0%	80.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.6%	6.4%	8.9%	8.7%	-
Transfers In/Out	0.00	1.50	0.00	1.67	-

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	162	172	169	173	174	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	8	9	9	5.6%	5.2%	4.7%	5.2%	5.2%
Professional Staff	17	18	18	15	18	10.5%	10.5%	10.7%	8.7%	10.3%
Total Teachers	136	145	143	149	147	84.0%	84.3%	84.6%	86.1%	84.5%
Special Education	14	16	14	15	14	10.3%	11.0%	9.8%	10.1%	9.5%
Pre-K & Kindergarten	5	8	8	9	11	3.7%	5.5%	5.6%	6.0%	7.5%
Elementary (1-4)	40	40	38	40	40	29.4%	27.6%	26.6%	26.8%	27.2%
Middle School (5-6)	11	12	11	12	12	8.1%	8.3%	7.7%	8.1%	8.2%
Jr. High (7-8)	16	17	19	20	20	11.8%	11.7%	13.3%	13.4%	13.6%
High School (9-12)	50	52	53	53	50	36.8%	35.9%	37.1%	35.6%	34.0%
Business	1	2	2	2	2	2.0%	3.8%	3.8%	3.8%	4.0%
Language Arts	7	6	6	8	8	14.0%	11.5%	11.3%	15.1%	16.0%
Social Studies	5	5	5	5	4	10.0%	9.6%	9.4%	9.4%	8.0%
Foreign Language	3	3	3	3	3	6.0%	5.8%	5.7%	5.7%	6.0%
Mathematics	6	7	7	7	7	12.0%	13.5%	13.2%	13.2%	14.0%
Science	5	6	7	7	6	10.0%	11.5%	13.2%	13.2%	12.0%
Vocational Education	9	10	11	9	10	18.0%	19.2%	20.8%	17.0%	20.0%
Other High School	14	13	12	12	10	28.0%	25.0%	22.6%	22.6%	20.0%

Total Enrollments	2,450	2,312	2,206	2,185	2,255	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	156	147	135	142	141	6.4%	6.4%	6.1%	6.5%	6.3%
Grades 1-4	600	602	605	562	572	24.5%	26.0%	27.4%	25.7%	25.4%
Grades 5-6	345	297	291	306	341	14.1%	12.8%	13.2%	14.0%	15.1%
Grades 7-8	364	372	357	352	354	14.9%	16.1%	16.2%	16.1%	15.7%
Grades 9-12	970	877	796	805	832	39.6%	37.9%	36.1%	36.8%	36.9%
Ungraded	15	17	22	18	15	0.6%	0.7%	1.0%	0.8%	0.7%



Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	9	8	9	9	5.7%	5.4%	5.0%	5.5%	5.5%
White - Females	5	5	4	3	2	55.6%	55.6%	50.0%	33.3%	22.2%
White - Males	4	4	4	6	7	44.4%	44.4%	50.0%	66.7%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	18	18	15	18	10.8%	10.8%	11.2%	9.1%	11.0%
White - Females	10	12	14	13	16	58.8%	66.7%	77.8%	86.7%	88.9%
White - Males	7	6	4	2	2	41.2%	33.3%	22.2%	13.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	132	139	135	140	137	83.5%	83.7%	83.9%	85.4%	83.5%
White - Females	87	93	88	92	93	65.9%	66.9%	65.2%	65.7%	67.9%
White - Males	44	45	46	47	43	33.3%	32.4%	34.1%	33.6%	31.4%
Black - Females	1	1	1	1	0	0.8%	0.7%	0.7%	0.7%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	1	1	1	0.8%	1.6%	0.8%	0.8%	0.8%
25-29	6	8	5	11	13	4.9%	6.3%	4.0%	8.7%	10.7%
30-34	12	11	11	12	14	9.8%	8.7%	8.9%	9.5%	11.5%
35-39	12	11	9	10	10	9.8%	8.7%	7.3%	7.9%	8.2%
40-45	21	22	19	15	14	17.1%	17.3%	15.3%	11.9%	11.5%
45-49	27	25	25	24	16	22.0%	19.7%	20.2%	19.0%	13.1%
50-54	27	29	28	25	30	22.0%	22.8%	22.6%	19.8%	24.6%
55+	17	19	26	28	24	13.8%	15.0%	21.0%	22.2%	19.7%
Average Age	45.2	45.2	46.7	45.9	45.2					

Experience Distribution

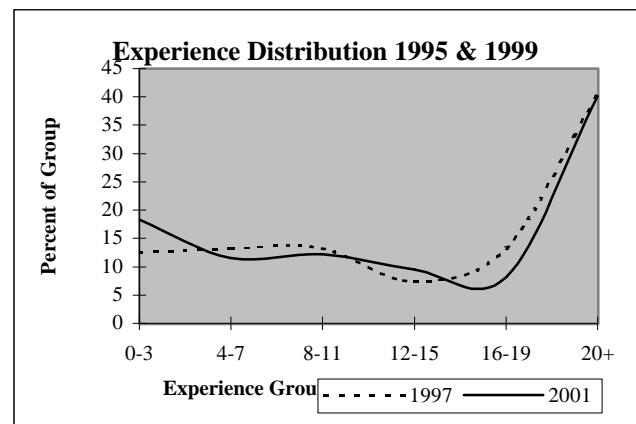
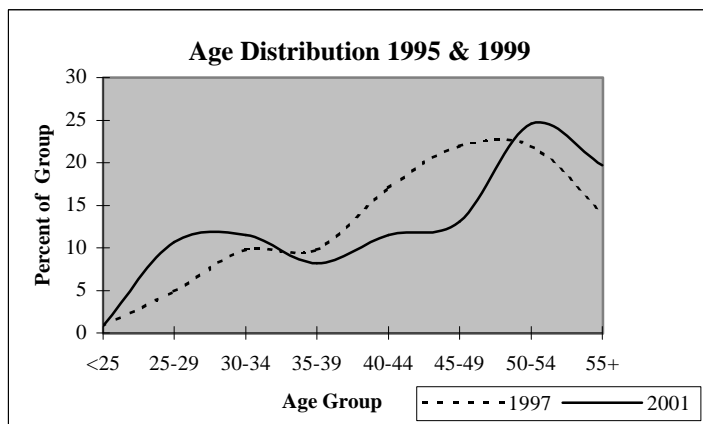
Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	17	19	16	22	27	12.5%	13.1%	11.2%	14.8%	18.4%
4-7 Years	18	23	21	18	17	13.2%	15.9%	14.7%	12.1%	11.6%
8-11 Years	18	17	13	17	18	13.2%	11.7%	9.1%	11.4%	12.2%
12-15 Years	10	14	15	16	14	7.4%	9.7%	10.5%	10.7%	9.5%
16-19 Years	18	15	15	14	12	13.2%	10.3%	10.5%	9.4%	8.2%
20+ Years	55	57	63	62	59	40.4%	39.3%	44.1%	41.6%	40.1%
Average Experience	16.2	15.7	16.9	16.2	15.9					

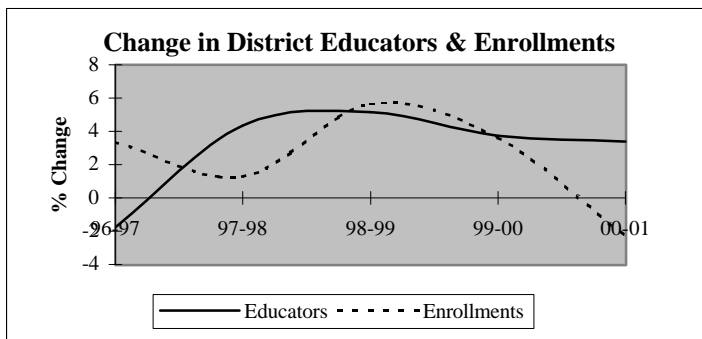
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	11	15	15	-	5.6%	6.4%	8.9%	8.7%	-
Attrition from Transfers	2	4	3	3	-	1.2%	2.3%	1.8%	1.7%	-
Attrition from Exits	7	7	12	12	-	4.3%	4.1%	7.1%	6.9%	-
Teacher Attrition	7	7	12	14	-	5.1%	4.8%	8.4%	9.4%	-
Attrition from Transfers	2	3	1	3	-	1.5%	2.1%	0.7%	2.0%	-
Attrition from Exits	5	4	11	11	-	3.7%	2.8%	7.7%	7.4%	-
District Retention										
Educator Retention	153	161	154	158	-	94.4%	93.6%	91.1%	91.3%	-
Teacher Retention	129	138	131	135	-	94.9%	95.2%	91.6%	90.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	63.3%	13.3%	23.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.0%	5.0%	15.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	0.0%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	78.9%	5.3%	15.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.6%	10.9%	15.3%	15.5%	18.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.7%	6.0%	8.4%	6.3%	7.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.6%	1.7%	1.2%	0.0%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.6%	90.1%	94.1%	90.8%	92.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	1.2%	0.6%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.8%	8.1%	4.7%	8.1%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CHEATHAM COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.3	16.8	16.9	16.9	16.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.4	19.9	20.0	20.2	18.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-7	17	21	16	15	-	-	-	-	-
% Change in Educators	-1.8%	4.3%	5.1%	3.7%	3.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	220	87	388	263	-171	-	-	-	-	-
% Change in Enrollment:	3.4%	1.3%	5.7%	3.6%	-2.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	2.0%	1.2%	1.1%	9.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.9%	5.4%	5.2%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.7%	10.5%	10.3%	11.5%	10.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.1%	1.3%	1.8%	1.5%	1.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.1%	55.0%	56.5%	56.5%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.7	41.6	42.0	42.0	42.2	43.3	43.5	43.6	43.7	43.9
Average Experience	10.6	10.7	10.1	10.4	10.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,033	29,077	30,144	31,840	30,811	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.2%	1.2%	1.8%	1.5%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.0%	76.2%	73.5%	72.8%	73.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.8%	7.2%	8.8%	7.5%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.1%	na	2.3%	2.4%	2.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.3%	0.3%	0.4%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%

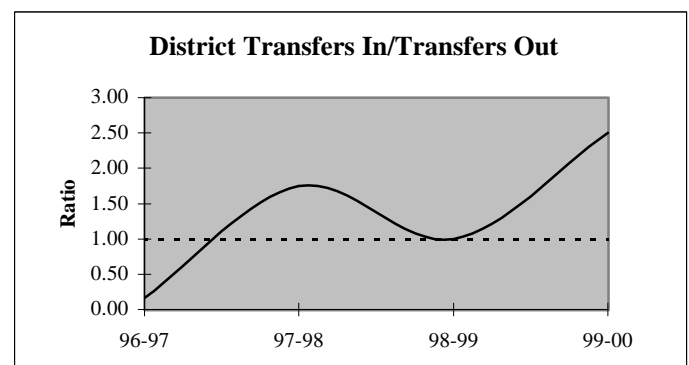
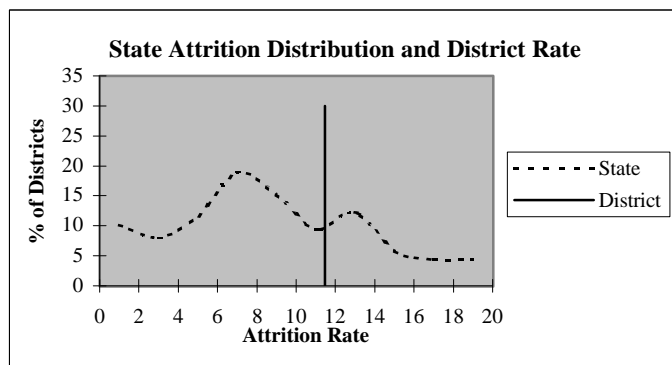
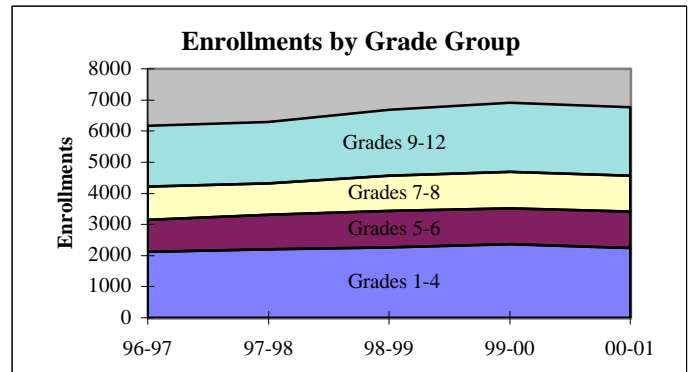
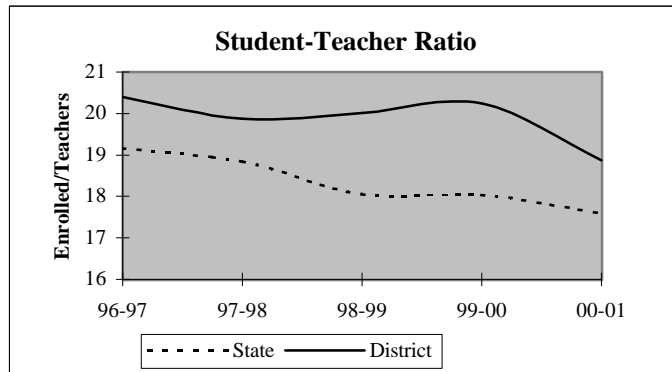
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	391	408	429	445	460	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	341	336	351	370	394	87.2%	82.4%	81.8%	83.1%	85.7%
Newly Hired	50	72	78	75	66	12.8%	17.6%	18.2%	16.9%	14.3%
Transfers In	3	7	5	10	3	6.0%	9.7%	6.4%	13.3%	4.5%
Reentrants	30	31	31	23	28	60.0%	43.1%	39.7%	30.7%	42.4%
First Time Educators	17	34	42	42	35	34.0%	47.2%	53.8%	56.0%	53.0%
Total Exiting Next Year	55	57	59	51	-	14.1%	14.0%	13.8%	11.5%	-
Transfers Out	18	4	5	4	-	32.7%	7.0%	8.5%	7.8%	-
Leave Tennessee Educ.	37	53	54	47	-	67.3%	93.0%	91.5%	92.2%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	14.1%	14.0%	13.8%	11.5%	-
Transfers In/Out	0.17	1.75	1.00	2.50	-

District Report for: CHEATHAM COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	391	408	429	445	460	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	20	23	23	21	4.3%	4.9%	5.4%	5.2%	4.6%
Professional Staff	42	43	44	51	50	10.7%	10.5%	10.3%	11.5%	10.9%
Total Teachers	332	345	362	371	389	84.9%	84.6%	84.4%	83.4%	84.6%
Special Education	26	25	32	28	34	7.8%	7.2%	8.8%	7.5%	8.7%
Pre-K & Kindergarten	26	26	26	24	24	7.8%	7.5%	7.2%	6.5%	6.2%
Elementary (1-4)	123	128	123	134	133	37.0%	37.1%	34.0%	36.1%	34.2%
Middle School (5-6)	41	41	44	48	54	12.3%	11.9%	12.2%	12.9%	13.9%
Jr. High (7-8)	43	35	32	35	41	13.0%	10.1%	8.8%	9.4%	10.5%
High School (9-12)	73	90	105	102	103	22.0%	26.1%	29.0%	27.5%	26.5%
Business	5	4	3	3	6	6.8%	4.4%	2.9%	2.9%	5.8%
Language Arts	8	10	9	14	11	11.0%	11.1%	8.6%	13.7%	10.7%
Social Studies	6	8	9	10	13	8.2%	8.9%	8.6%	9.8%	12.6%
Foreign Language	4	2	3	3	2	5.5%	2.2%	2.9%	2.9%	1.9%
Mathematics	7	9	11	14	13	9.6%	10.0%	10.5%	13.7%	12.6%
Science	9	9	10	7	11	12.3%	10.0%	9.5%	6.9%	10.7%
Vocational Education	16	18	21	20	19	21.9%	20.0%	20.0%	19.6%	18.4%
Other High School	18	30	39	31	28	24.7%	33.3%	37.1%	30.4%	27.2%

Total Enrollments	6,772	6,859	7,247	7,510	7,339	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	572	534	523	567	544	8.4%	7.8%	7.2%	7.5%	7.4%
Grades 1-4	2,123	2,205	2,272	2,357	2,239	31.3%	32.1%	31.4%	31.4%	30.5%
Grades 5-6	1,019	1,109	1,153	1,160	1,176	15.0%	16.2%	15.9%	15.4%	16.0%
Grades 7-8	1,084	1,002	1,146	1,180	1,152	16.0%	14.6%	15.8%	15.7%	15.7%
Grades 9-12	1,947	1,987	2,121	2,218	2,199	28.8%	29.0%	29.3%	29.5%	30.0%
Ungraded	27	22	32	28	29	0.4%	0.3%	0.4%	0.4%	0.4%



District Report for: CHEATHAM COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	17	20	23	23	21	4.5%	5.2%	5.8%	5.6%	5.0%
White - Females	8	11	13	13	12	47.1%	55.0%	56.5%	56.5%	57.1%
White - Males	9	9	10	10	9	52.9%	45.0%	43.5%	43.5%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	39	39	46	45	10.6%	10.1%	9.8%	11.2%	10.7%
White - Females	33	32	33	39	37	82.5%	82.1%	84.6%	84.8%	82.2%
White - Males	6	6	5	6	7	15.0%	15.4%	12.8%	13.0%	15.6%
Black - Females	1	1	1	1	1	2.5%	2.6%	2.6%	2.2%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	319	327	336	341	356	84.8%	84.7%	84.4%	83.2%	84.4%
White - Females	248	252	248	251	264	77.7%	77.1%	73.8%	73.6%	74.2%
White - Males	64	71	82	85	86	20.1%	21.7%	24.4%	24.9%	24.2%
Black - Females	5	4	4	4	4	1.6%	1.2%	1.2%	1.2%	1.1%
Black - Males	2	0	1	0	0	0.6%	0.0%	0.3%	0.0%	0.0%
Other - Females	0	0	1	1	2	0.0%	0.0%	0.3%	0.3%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	7	5	9	7	2.2%	2.6%	2.0%	3.5%	2.7%
25-29	48	40	38	38	39	17.6%	15.1%	15.0%	14.9%	15.2%
30-34	41	37	35	31	37	15.0%	14.0%	13.8%	12.2%	14.4%
35-39	30	30	32	34	31	11.0%	11.3%	12.6%	13.3%	12.1%
40-45	33	32	26	24	19	12.1%	12.1%	10.3%	9.4%	7.4%
45-49	56	50	44	43	39	20.5%	18.9%	17.4%	16.9%	15.2%
50-54	39	46	41	40	46	14.3%	17.4%	16.2%	15.7%	17.9%
55+	20	23	32	36	39	7.3%	8.7%	12.6%	14.1%	15.2%
Average Age	40.7	41.6	42.0	42.0	42.2					

Experience Distribution

Teachers by Experience

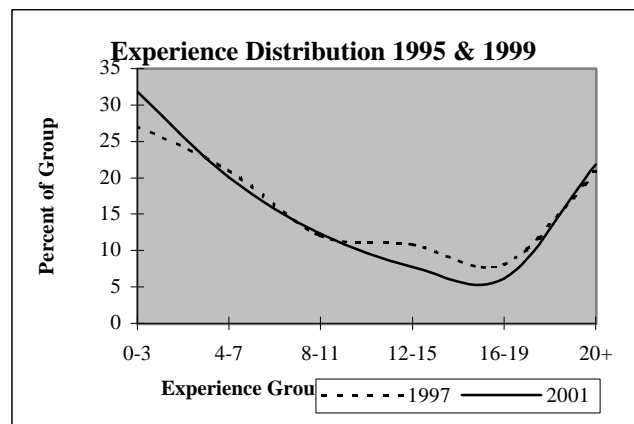
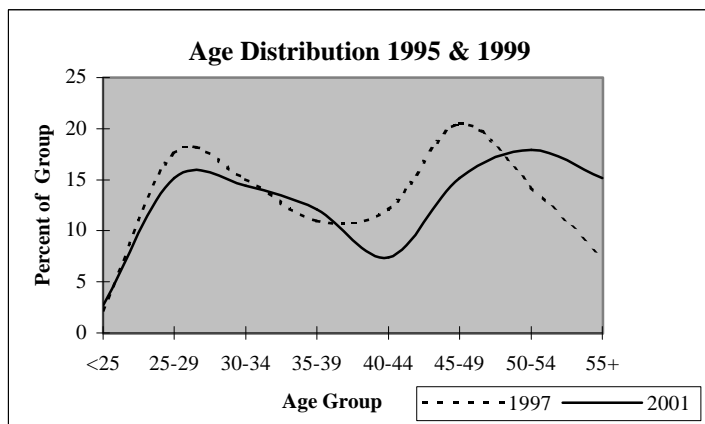
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	90	98	118	115	124	27.1%	28.4%	32.6%	31.0%	31.9%
4-7 Years	70	70	70	75	78	21.1%	20.3%	19.3%	20.2%	20.1%
8-11 Years	40	37	45	48	48	12.0%	10.7%	12.4%	12.9%	12.3%
12-15 Years	36	36	31	30	30	10.8%	10.4%	8.6%	8.1%	7.7%
16-19 Years	27	29	20	26	24	8.1%	8.4%	5.5%	7.0%	6.2%
20+ Years	69	75	78	77	85	20.8%	21.7%	21.5%	20.8%	21.9%
Average Experience	10.6	10.7	10.1	10.4	10.5					

District Report for: CHEATHAM COUNTY

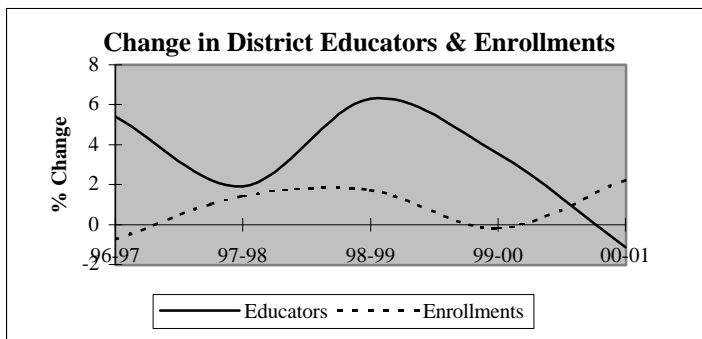
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	55	57	59	51	-	14.1%	14.0%	13.8%	11.5%	-
Attrition from Transfers	18	4	5	4	-	4.6%	1.0%	1.2%	0.9%	-
Attrition from Exits	37	53	54	47	-	9.5%	13.0%	12.6%	10.6%	-
Teacher Attrition	45	51	54	46	-	13.6%	14.8%	14.9%	12.4%	-
Attrition from Transfers	14	4	4	4	-	4.2%	1.2%	1.1%	1.1%	-
Attrition from Exits	31	47	50	42	-	9.3%	13.6%	13.8%	11.3%	-
District Retention										
Educator Retention	336	351	370	394	-	85.9%	86.0%	86.2%	88.5%	-
Teacher Retention	287	294	308	325	-	86.4%	85.2%	85.1%	87.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	70.7%	6.7%	22.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.9%	3.2%	12.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	81.7%	5.2%	13.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	77.6%	3.0%	19.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	78.8%	6.7%	14.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	83.5%	2.4%	14.1%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.9%	15.9%	19.2%	22.9%	23.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.3%	9.9%	13.0%	11.4%	11.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.3%	0.2%	2.3%	1.6%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.2%	83.6%	80.0%	83.1%	84.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.5%	0.2%	0.5%	0.4%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.0%	15.9%	17.2%	14.8%	13.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CHESTER COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.3	16.2	15.5	14.9	15.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.7	19.1	18.3	17.6	18.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	3	10	6	-2	-	-	-	-	-
% Change in Educators	5.4%	1.9%	6.3%	3.6%	-1.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-19	36	44	-5	58	-	-	-	-	-
% Change in Enrollment:	-0.7%	1.4%	1.7%	-0.2%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	0.0%	0.0%	0.0%	6.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	5.7%	5.3%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.3%	9.4%	10.1%	9.7%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.5%	6.2%	5.2%	4.9%	5.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	33.3%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	44.5	45.6	46.5	47.5	43.3	43.5	43.6	43.7	43.9
Average Experience	12.7	12.1	12.2	12.4	12.1	13.8	13.7	13.7	13.4	13.3
Average Salary	29,890	30,219	31,550	32,394	32,179	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.5%	7.3%	6.1%	5.8%	5.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.7%	75.6%	74.1%	75.2%	74.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.8%	9.6%	9.1%	8.7%	8.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	16.4%	na	16.9%	17.3%	16.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	0.5%	0.2%	0.2%	0.2%	1.7%	1.6%	1.8%	1.8%	1.8%

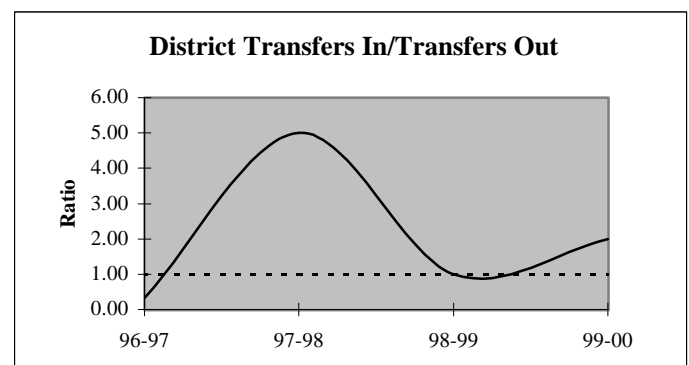
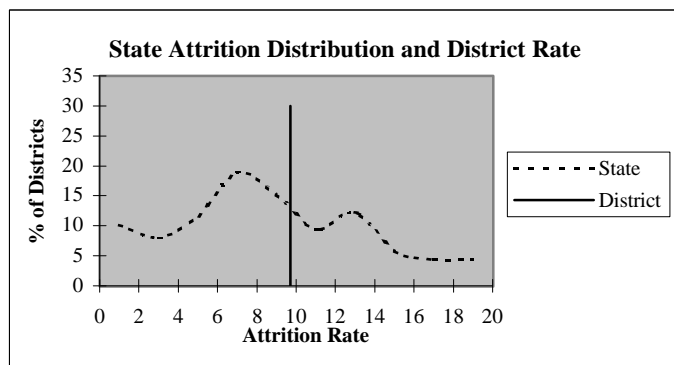
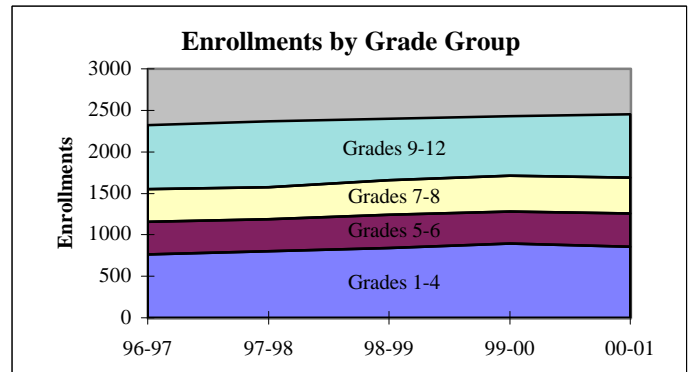
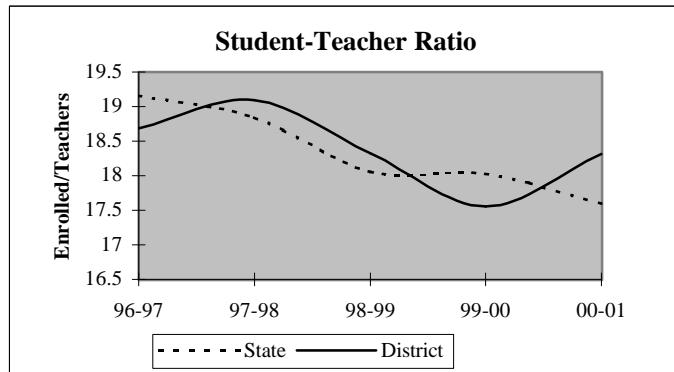
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	156	159	169	175	173	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	136	132	157	156	158	87.2%	83.0%	92.9%	89.1%	91.3%
Newly Hired	20	27	12	19	15	12.8%	17.0%	7.1%	10.9%	8.7%
Transfers In	3	5	4	2	4	15.0%	18.5%	33.3%	10.5%	26.7%
Reentrants	5	6	3	4	4	25.0%	22.2%	25.0%	21.1%	26.7%
First Time Educators	12	16	5	13	7	60.0%	59.3%	41.7%	68.4%	46.7%
Total Exiting Next Year	24	2	13	17	-	15.4%	1.3%	7.7%	9.7%	-
Transfers Out	9	1	4	1	-	37.5%	50.0%	30.8%	5.9%	-
Leave Tennessee Educ.	15	1	9	16	-	62.5%	50.0%	69.2%	94.1%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	15.4%	1.3%	7.7%	9.7%	-
Transfers In/Out	0.33	5.00	1.00	2.00	-

District Report for: CHESTER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	156	159	169	175	173	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	9	9	9	9	4.5%	5.7%	5.3%	5.1%	5.2%
Professional Staff	13	15	17	17	18	8.3%	9.4%	10.1%	9.7%	10.4%
Total Teachers	136	135	143	149	146	87.2%	84.9%	84.6%	85.1%	84.4%
Special Education	12	13	13	13	13	8.8%	9.6%	9.1%	8.7%	8.9%
Pre-K & Kindergarten	8	8	8	7	9	5.9%	5.9%	5.6%	4.7%	6.2%
Elementary (1-4)	50	47	51	54	55	36.8%	34.8%	35.7%	36.2%	37.7%
Middle School (5-6)	14	13	13	16	17	10.3%	9.6%	9.1%	10.7%	11.6%
Jr. High (7-8)	13	14	14	15	14	9.6%	10.4%	9.8%	10.1%	9.6%
High School (9-12)	39	40	44	44	38	28.7%	29.6%	30.8%	29.5%	26.0%
Business	2	0	0	0	0	5.1%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	4	5	5	5	15.4%	10.0%	11.4%	11.4%	13.2%
Social Studies	5	5	6	5	5	12.8%	12.5%	13.6%	11.4%	13.2%
Foreign Language	2	1	2	2	2	5.1%	2.5%	4.5%	4.5%	5.3%
Mathematics	5	4	5	6	4	12.8%	10.0%	11.4%	13.6%	10.5%
Science	3	2	3	4	4	7.7%	5.0%	6.8%	9.1%	10.5%
Vocational Education	5	7	8	9	11	12.8%	17.5%	18.2%	20.5%	28.9%
Other High School	11	17	15	13	7	28.2%	42.5%	34.1%	29.5%	18.4%

Total Enrollments	2,541	2,577	2,621	2,616	2,674	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	206	193	213	183	217	8.1%	7.5%	8.1%	7.0%	8.1%
Grades 1-4	760	803	840	891	858	29.9%	31.2%	32.0%	34.1%	32.1%
Grades 5-6	400	387	400	390	400	15.7%	15.0%	15.3%	14.9%	15.0%
Grades 7-8	389	386	417	432	432	15.3%	15.0%	15.9%	16.5%	16.2%
Grades 9-12	774	795	740	714	762	30.5%	30.8%	28.2%	27.3%	28.5%
Ungraded	12	13	11	6	5	0.5%	0.5%	0.4%	0.2%	0.2%



District Report for: CHESTER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	9	9	9	9	4.8%	6.2%	5.8%	5.6%	5.7%
White - Females	0	3	3	3	3	0.0%	33.3%	33.3%	33.3%	33.3%
White - Males	7	6	6	6	6	100.0%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	12	14	15	16	7.5%	8.3%	9.1%	9.3%	10.1%
White - Females	10	10	12	13	13	90.9%	83.3%	85.7%	86.7%	81.3%
White - Males	1	2	2	2	2	9.1%	16.7%	14.3%	13.3%	12.5%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	129	124	131	138	134	87.8%	85.5%	85.1%	85.2%	84.3%
White - Females	92	91	94	100	97	71.3%	73.4%	71.8%	72.5%	72.4%
White - Males	26	24	29	30	30	20.2%	19.4%	22.1%	21.7%	22.4%
Black - Females	10	8	8	8	7	7.8%	6.5%	6.1%	5.8%	5.2%
Black - Males	1	1	0	0	0	0.8%	0.8%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	0	1	0	0.9%	1.0%	0.0%	1.1%	0.0%
25-29	11	4	5	5	1	10.3%	4.2%	5.3%	5.3%	1.2%
30-34	15	14	11	9	10	14.0%	14.6%	11.7%	9.6%	12.0%
35-39	11	14	13	12	10	10.3%	14.6%	13.8%	12.8%	12.0%
40-45	18	14	10	10	10	16.8%	14.6%	10.6%	10.6%	12.0%
45-49	23	20	24	17	13	21.5%	20.8%	25.5%	18.1%	15.7%
50-54	11	12	12	18	22	10.3%	12.5%	12.8%	19.1%	26.5%
55+	17	17	19	22	17	15.9%	17.7%	20.2%	23.4%	20.5%
Average Age	43.4	44.5	45.6	46.5	47.5					

Experience Distribution

Teachers by Experience

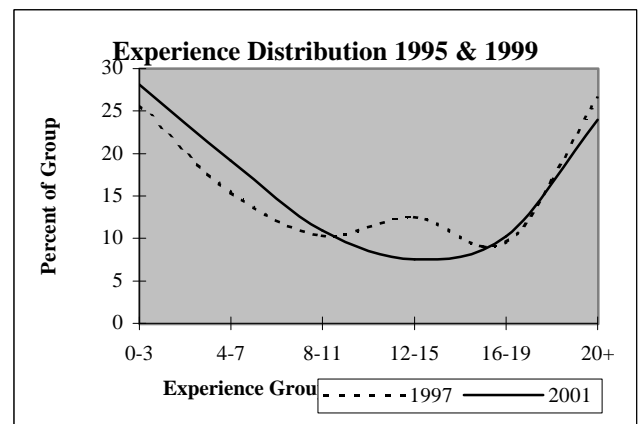
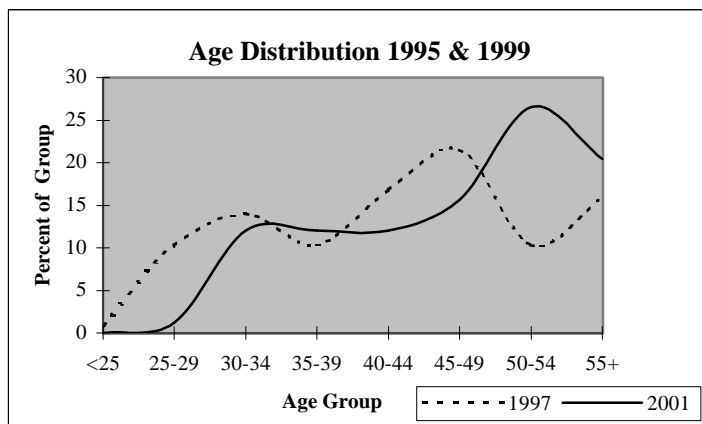
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	35	37	39	44	41	25.7%	27.4%	27.3%	29.5%	28.1%
4-7 Years	21	24	26	24	28	15.4%	17.8%	18.2%	16.1%	19.2%
8-11 Years	14	11	10	12	16	10.3%	8.1%	7.0%	8.1%	11.0%
12-15 Years	17	17	20	19	11	12.5%	12.6%	14.0%	12.8%	7.5%
16-19 Years	13	10	11	11	15	9.6%	7.4%	7.7%	7.4%	10.3%
20+ Years	36	36	37	39	35	26.5%	26.7%	25.9%	26.2%	24.0%
Average Experience	12.7	12.1	12.2	12.4	12.1					

District Report for: CHESTER COUNTY

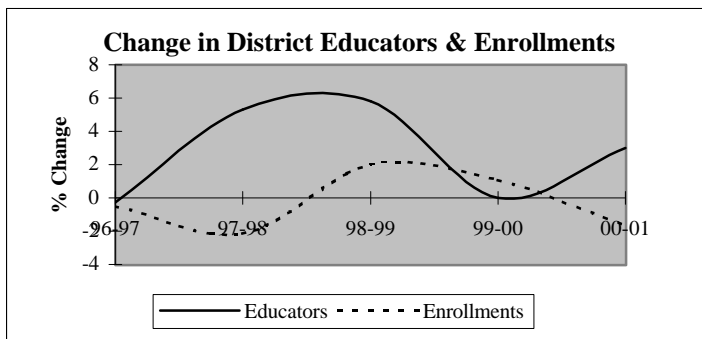
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	24	2	13	17	-	15.4%	1.3%	7.7%	9.7%	-
Attrition from Transfers	9	1	4	1	-	5.8%	0.6%	2.4%	0.6%	-
Attrition from Exits	15	1	9	16	-	9.6%	0.6%	5.3%	9.1%	-
Teacher Attrition	22	2	11	15	-	16.2%	1.5%	7.7%	10.1%	-
Attrition from Transfers	8	1	3	1	-	5.9%	0.7%	2.1%	0.7%	-
Attrition from Exits	14	1	8	14	-	10.3%	0.7%	5.6%	9.4%	-
District Retention										
Educator Retention	132	157	156	158	-	84.6%	98.7%	92.3%	90.3%	-
Teacher Retention	114	133	132	134	-	83.8%	98.5%	92.3%	89.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	90.4%	3.8%	5.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.8%	4.1%	6.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.3%	2.1%	14.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.0%	5.0%	10.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.5%	3.1%	9.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.2%	2.9%	8.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.6%	15.4%	18.9%	22.2%	25.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.1%	10.8%	12.4%	11.9%	12.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.6%	0.0%	1.2%	1.1%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.8%	86.2%	94.1%	88.6%	92.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.6%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.9%	13.8%	4.7%	10.3%	6.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CLAIORNE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.5	13.5	13.0	13.1	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.4	16.0	15.6	15.7	15.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-1	19	22	0	12	-	-	-	-	-
% Change in Educators	-0.3%	5.3%	5.8%	0.0%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-27	-112	101	55	-86	-	-	-	-	-
% Change in Enrollment:	-0.5%	-2.1%	2.0%	1.1%	-1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	0.5%	0.5%	1.0%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.5%	4.3%	4.3%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.0%	11.1%	12.5%	12.3%	11.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.1%	1.0%	0.8%	0.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	23.5%	23.5%	23.5%	29.4%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.5	44.4	45.2	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	14.4	14.2	14.3	14.6	13.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,676	29,952	31,914	32,817	32,091	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.4%	1.3%	1.3%	0.9%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.6%	75.2%	74.8%	74.3%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.7%	13.2%	12.0%	12.9%	14.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.3%	na	1.6%	1.3%	1.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.1%	2.7%	3.1%	3.0%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%

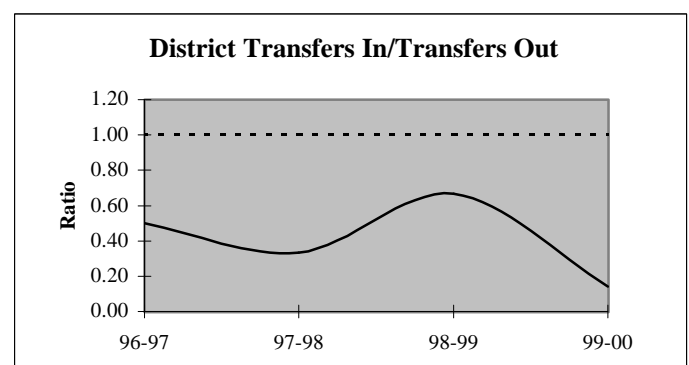
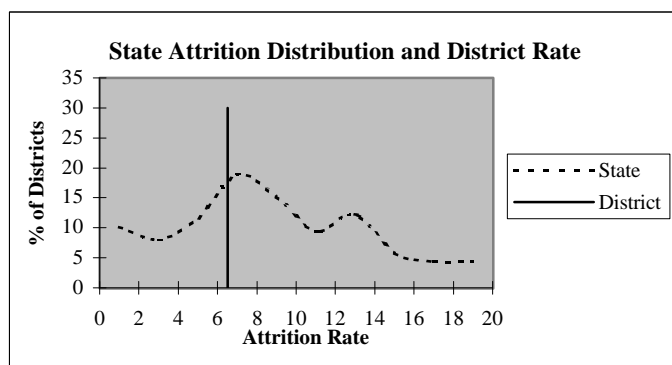
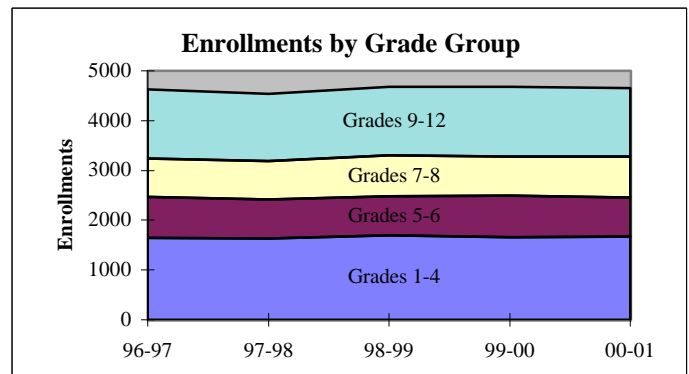
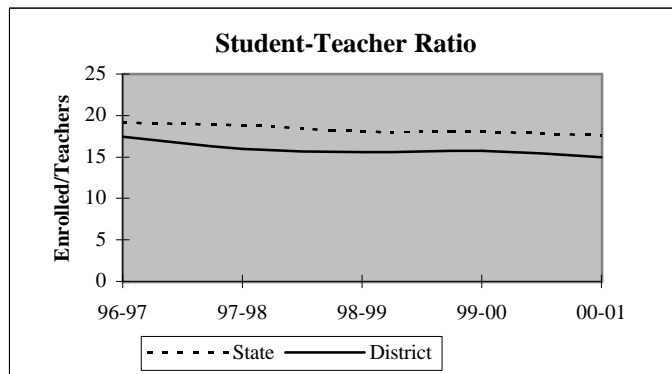
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	359	378	400	400	412	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	336	348	355	378	374	93.6%	92.1%	88.8%	94.5%	90.8%
Newly Hired	23	30	45	22	38	6.4%	7.9%	11.3%	5.5%	9.2%
Transfers In	1	4	2	1	2	4.3%	13.3%	4.4%	4.5%	5.3%
Reentrants	10	6	15	2	4	43.5%	20.0%	33.3%	9.1%	10.5%
First Time Educators	12	20	28	19	32	52.2%	66.7%	62.2%	86.4%	84.2%
Total Exiting Next Year	11	23	22	26	-	3.1%	6.1%	5.5%	6.5%	-
Transfers Out	2	12	3	7	-	18.2%	52.2%	13.6%	26.9%	-
Leave Tennessee Educ.	9	11	19	19	-	81.8%	47.8%	86.4%	73.1%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	3.1%	6.1%	5.5%	6.5%	-
Transfers In/Out	0.50	0.33	0.67	0.14	-

District Report for: CLAIORNE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	359	378	400	400	412	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	17	17	19	4.7%	4.5%	4.3%	4.3%	4.6%
Professional Staff	43	42	50	49	48	12.0%	11.1%	12.5%	12.3%	11.7%
Total Teachers	299	319	333	334	345	83.3%	84.4%	83.3%	83.5%	83.7%
Special Education	38	42	40	43	50	12.7%	13.2%	12.0%	12.9%	14.5%
Pre-K & Kindergarten	17	20	20	18	19	5.7%	6.3%	6.0%	5.4%	5.5%
Elementary (1-4)	105	105	112	117	118	35.1%	32.9%	33.6%	35.0%	34.2%
Middle School (5-6)	31	30	34	34	32	10.4%	9.4%	10.2%	10.2%	9.3%
Jr. High (7-8)	33	32	34	34	36	11.0%	10.0%	10.2%	10.2%	10.4%
High School (9-12)	75	90	93	88	90	25.1%	28.2%	27.9%	26.3%	26.1%
Business	4	5	4	3	4	5.3%	5.6%	4.3%	3.4%	4.4%
Language Arts	8	11	11	12	12	10.7%	12.2%	11.8%	13.6%	13.3%
Social Studies	5	5	6	8	7	6.7%	5.6%	6.5%	9.1%	7.8%
Foreign Language	3	3	4	3	3	4.0%	3.3%	4.3%	3.4%	3.3%
Mathematics	9	10	9	9	9	12.0%	11.1%	9.7%	10.2%	10.0%
Science	7	8	9	8	7	9.3%	8.9%	9.7%	9.1%	7.8%
Vocational Education	21	22	22	23	25	28.0%	24.4%	23.7%	26.1%	27.8%
Other High School	18	26	28	22	23	24.0%	28.9%	30.1%	25.0%	25.6%

Total Enrollments	5,210	5,098	5,199	5,254	5,168	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	436	421	365	419	369	8.4%	8.3%	7.0%	8.0%	7.1%
Grades 1-4	1,646	1,630	1,695	1,660	1,666	31.6%	32.0%	32.6%	31.6%	32.2%
Grades 5-6	821	781	787	830	786	15.8%	15.3%	15.1%	15.8%	15.2%
Grades 7-8	774	782	827	789	822	14.9%	15.3%	15.9%	15.0%	15.9%
Grades 9-12	1,382	1,345	1,374	1,401	1,377	26.5%	26.4%	26.4%	26.7%	26.6%
Ungraded	151	139	151	155	148	2.9%	2.7%	2.9%	3.0%	2.9%



District Report for: CLAIBORNE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	17	17	17	17	19	4.9%	4.7%	4.5%	4.5%	4.8%
White - Females	4	4	4	5	6	23.5%	23.5%	23.5%	29.4%	31.6%
White - Males	13	13	13	12	13	76.5%	76.5%	76.5%	70.6%	68.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	41	49	47	46	12.0%	11.3%	12.8%	12.4%	11.7%
White - Females	30	29	36	36	34	71.4%	70.7%	73.5%	76.6%	73.9%
White - Males	12	12	13	11	12	28.6%	29.3%	26.5%	23.4%	26.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	291	305	316	316	327	83.1%	84.0%	82.7%	83.2%	83.4%
White - Females	215	226	236	237	247	73.9%	74.1%	74.7%	75.0%	75.5%
White - Males	72	75	76	76	77	24.7%	24.6%	24.1%	24.1%	23.5%
Black - Females	3	3	3	2	2	1.0%	1.0%	0.9%	0.6%	0.6%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	1	0	5	0.0%	0.4%	0.4%	0.0%	2.1%
25-29	9	11	8	5	3	3.5%	4.2%	3.1%	2.0%	1.2%
30-34	44	39	33	26	23	17.0%	14.8%	12.6%	10.3%	9.5%
35-39	40	33	36	37	35	15.4%	12.5%	13.8%	14.7%	14.5%
40-45	67	75	62	49	41	25.9%	28.5%	23.8%	19.4%	17.0%
45-49	39	32	45	58	54	15.1%	12.2%	17.2%	23.0%	22.4%
50-54	33	45	43	42	43	12.7%	17.1%	16.5%	16.7%	17.8%
55+	27	27	33	35	37	10.4%	10.3%	12.6%	13.9%	15.4%
Average Age	42.9	43.5	44.4	45.2	45.2					

Experience Distribution

Teachers by Experience

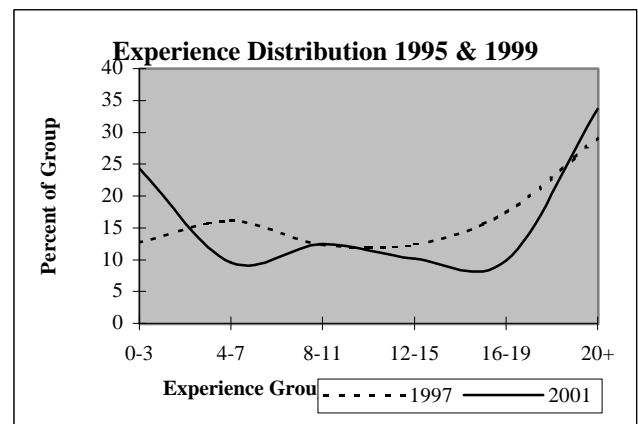
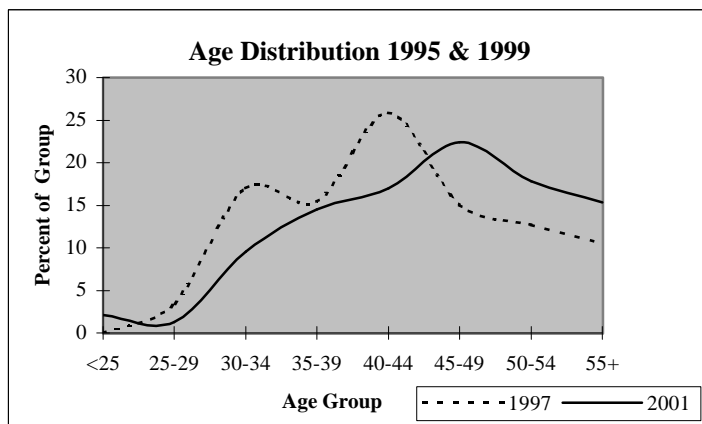
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	38	59	66	66	84	12.7%	18.5%	19.8%	19.8%	24.3%
4-7 Years	48	44	39	40	33	16.1%	13.8%	11.7%	12.0%	9.6%
8-11 Years	37	39	40	34	43	12.4%	12.2%	12.0%	10.2%	12.5%
12-15 Years	37	32	37	37	35	12.4%	10.0%	11.1%	11.1%	10.1%
16-19 Years	52	46	42	39	34	17.4%	14.4%	12.6%	11.7%	9.9%
20+ Years	87	99	109	118	116	29.1%	31.0%	32.7%	35.3%	33.6%
Average Experience	14.4	14.2	14.3	14.6	13.8					

District Report for: CLAIORNE COUNTY

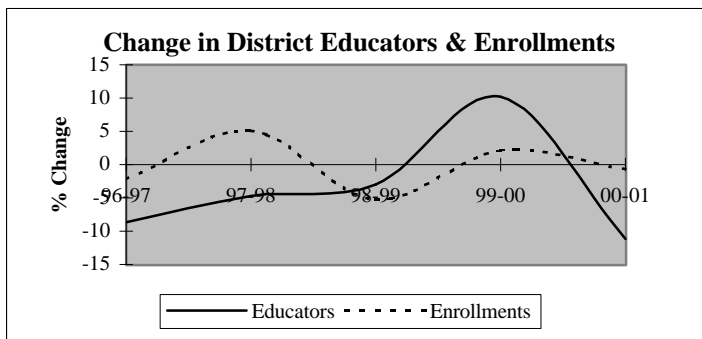
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	23	22	26	-	3.1%	6.1%	5.5%	6.5%	-
Attrition from Transfers	2	12	3	7	-	0.6%	3.2%	0.8%	1.8%	-
Attrition from Exits	9	11	19	19	-	2.5%	2.9%	4.8%	4.8%	-
Teacher Attrition	10	20	18	22	-	3.3%	6.3%	5.4%	6.6%	-
Attrition from Transfers	2	12	3	5	-	0.7%	3.8%	0.9%	1.5%	-
Attrition from Exits	8	8	15	17	-	2.7%	2.5%	4.5%	5.1%	-
District Retention										
Educator Retention	348	355	378	374	-	96.9%	93.9%	94.5%	93.5%	-
Teacher Retention	289	299	315	312	-	96.7%	93.7%	94.6%	93.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.9%	6.5%	7.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	79.7%	5.4%	14.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.4%	3.4%	5.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.5%	9.1%	5.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.5%	2.2%	4.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	98.1%	0.0%	1.9%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.4%	10.7%	15.9%	17.9%	18.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	6.6%	11.2%	10.7%	9.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	1.3%	1.0%	1.3%	0.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.5%	91.8%	88.3%	93.5%	90.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	6.9%	10.8%	5.3%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CLAY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	11.9	13.1	12.8	11.8	13.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	14.8	16.3	15.5	14.4	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-10	-5	-3	10	-12	-	-	-	-	-
% Change in Educators	-8.6%	-4.7%	-3.0%	10.2%	-11.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-28	64	-70	26	-8	-	-	-	-	-
% Change in Enrollment:	-2.2%	5.1%	-5.3%	2.1%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	1.0%	0.0%	0.0%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	4.0%	3.1%	2.8%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	16.0%	15.8%	14.3%	14.8%	14.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.8%	3.0%	3.1%	2.8%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	0.0%	0.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.0	43.1	41.9	42.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.1	15.3	15.7	15.1	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,079	29,958	31,233	31,841	31,701	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.5%	3.7%	3.7%	3.4%	1.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	68.2%	70.4%	71.6%	76.4%	75.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.8%	12.3%	12.3%	13.5%	15.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.5%	na	1.7%	2.0%	2.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	1.5%	0.8%	0.9%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

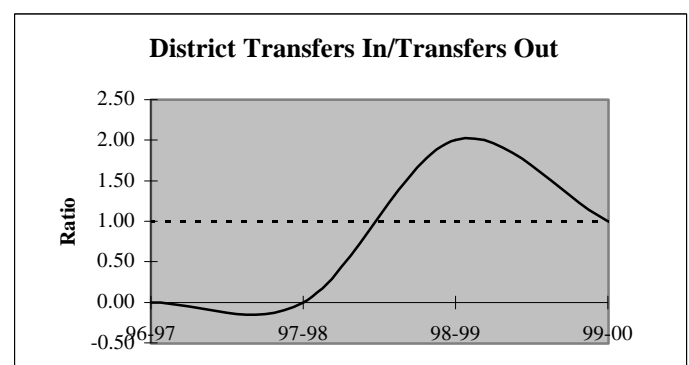
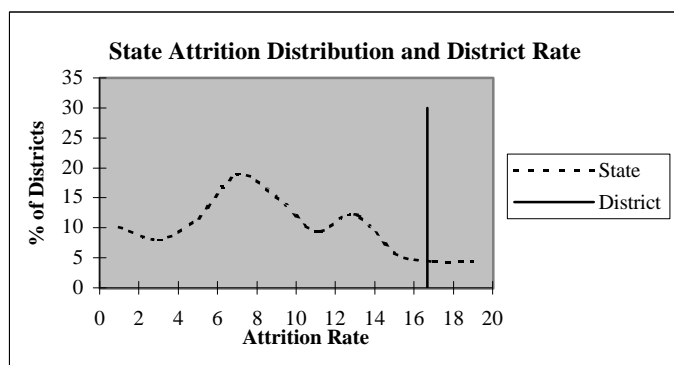
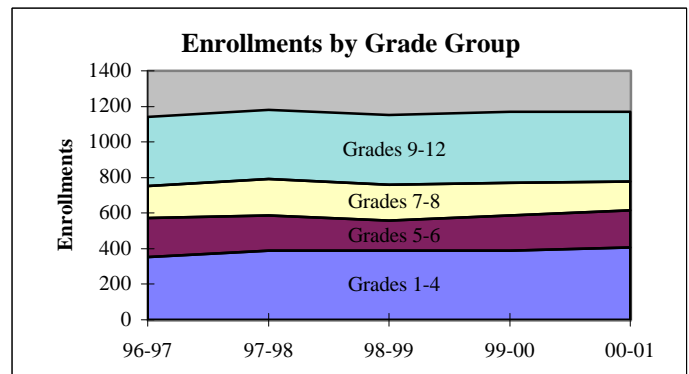
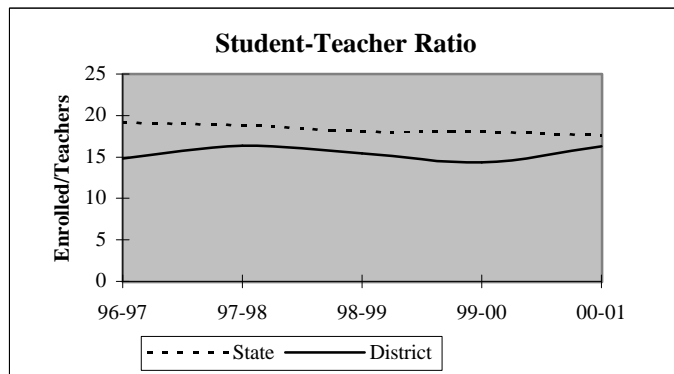
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	106	101	98	108	96	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	102	99	95	93	90	96.2%	98.0%	96.9%	86.1%	93.8%
Newly Hired	4	2	3	15	6	3.8%	2.0%	3.1%	13.9%	6.3%
Transfers In	0	1	2	1	1	0.0%	50.0%	66.7%	6.7%	16.7%
Reentrants	0	0	1	6	2	0.0%	0.0%	33.3%	40.0%	33.3%
First Time Educators	4	1	0	8	3	100.0%	50.0%	0.0%	53.3%	50.0%
Total Exiting Next Year	7	6	5	18	-	6.6%	5.9%	5.1%	16.7%	-
Transfers Out	0	0	1	1	-	0.0%	0.0%	20.0%	5.6%	-
Leave Tennessee Educ.	7	6	4	17	-	100.0%	100.0%	80.0%	94.4%	-

Dynamics Rates	District Rates				
District Attrition	6.6%	5.9%	5.1%	16.7%	-
Transfers In/Out	nc	nc	2.00	1.00	-

District Report for: CLAY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	106	101	98	108	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	3	3	4	3.8%	4.0%	3.1%	2.8%	4.2%
Professional Staff	17	16	14	16	14	16.0%	15.8%	14.3%	14.8%	14.6%
Total Teachers	85	81	81	89	78	80.2%	80.2%	82.7%	82.4%	81.3%
Special Education	10	10	10	12	12	11.8%	12.3%	12.3%	13.5%	15.4%
Pre-K & Kindergarten	5	5	5	5	3	5.9%	6.2%	6.2%	5.6%	3.8%
Elementary (1-4)	30	27	29	31	22	35.3%	33.3%	35.8%	34.8%	28.2%
Middle School (5-6)	10	10	8	9	10	11.8%	12.3%	9.9%	10.1%	12.8%
Jr. High (7-8)	8	8	8	11	9	9.4%	9.9%	9.9%	12.4%	11.5%
High School (9-12)	22	21	21	21	22	25.9%	25.9%	25.9%	23.6%	28.2%
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
Language Arts	4	2	3	2	1	18.2%	9.5%	14.3%	9.5%	4.5%
Social Studies	2	2	2	2	4	9.1%	9.5%	9.5%	9.5%	18.2%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	4.8%	4.5%
Mathematics	4	3	3	4	4	18.2%	14.3%	14.3%	19.0%	18.2%
Science	2	2	2	3	2	9.1%	9.5%	9.5%	14.3%	9.1%
Vocational Education	5	6	6	4	4	22.7%	28.6%	28.6%	19.0%	18.2%
Other High School	5	6	5	5	5	22.7%	28.6%	23.8%	23.8%	22.7%

Total Enrollments	1,258	1,322	1,252	1,278	1,270	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	97	120	91	97	88	7.7%	9.1%	7.3%	7.6%	6.9%
Grades 1-4	354	388	387	390	405	28.1%	29.3%	30.9%	30.5%	31.9%
Grades 5-6	217	198	170	195	209	17.2%	15.0%	13.6%	15.3%	16.5%
Grades 7-8	182	206	202	186	162	14.5%	15.6%	16.1%	14.6%	12.8%
Grades 9-12	389	390	392	399	393	30.9%	29.5%	31.3%	31.2%	30.9%
Ungraded	19	20	10	11	13	1.5%	1.5%	0.8%	0.9%	1.0%



District Report for: CLAY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	3	3	4	3.8%	4.0%	3.1%	2.8%	4.2%
White - Females	1	1	0	0	1	25.0%	25.0%	0.0%	0.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	100.0%	100.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	16	14	16	14	16.0%	15.8%	14.3%	14.8%	14.6%
White - Females	12	11	9	11	9	70.6%	68.8%	64.3%	68.8%	64.3%
White - Males	5	5	5	5	5	29.4%	31.3%	35.7%	31.3%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	85	81	81	89	78	80.2%	80.2%	82.7%	82.4%	81.3%
White - Females	56	55	56	66	58	65.9%	67.9%	69.1%	74.2%	74.4%
White - Males	26	23	22	20	19	30.6%	28.4%	27.2%	22.5%	24.4%
Black - Females	2	2	2	2	1	2.4%	2.5%	2.5%	2.2%	1.3%
Black - Males	1	1	1	1	0	1.2%	1.2%	1.2%	1.1%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	0	5	4	2.4%	2.5%	0.0%	5.7%	5.3%
25-29	13	14	12	13	10	15.7%	17.7%	15.2%	14.9%	13.2%
30-34	7	5	12	14	14	8.4%	6.3%	15.2%	16.1%	18.4%
35-39	6	6	5	6	4	7.2%	7.6%	6.3%	6.9%	5.3%
40-45	14	12	10	8	6	16.9%	15.2%	12.7%	9.2%	7.9%
45-49	16	14	12	12	15	19.3%	17.7%	15.2%	13.8%	19.7%
50-54	12	15	17	17	12	14.5%	19.0%	21.5%	19.5%	15.8%
55+	13	11	11	12	11	15.7%	13.9%	13.9%	13.8%	14.5%
Average Age	42.9	43.0	43.1	41.9	42.2					

Experience Distribution

Teachers by Experience

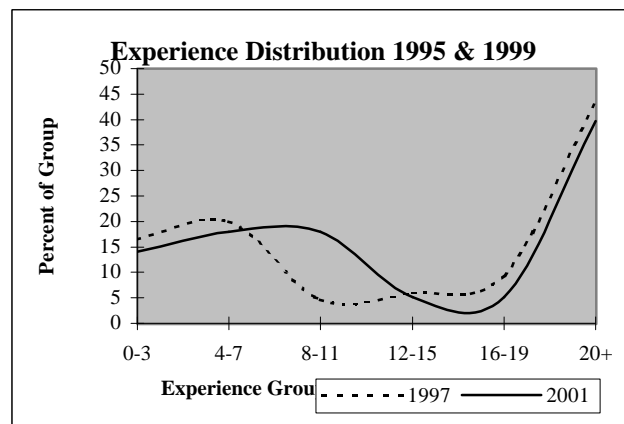
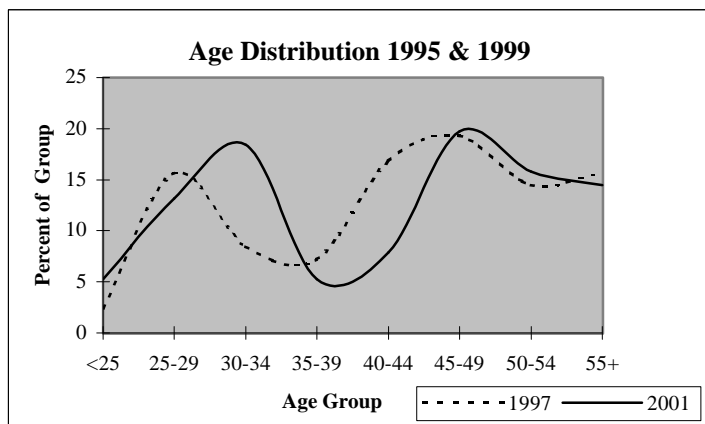
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	14	10	10	15	11	16.5%	12.3%	12.3%	16.9%	14.1%
4-7 Years	17	20	21	22	14	20.0%	24.7%	25.9%	24.7%	17.9%
8-11 Years	4	4	3	5	14	4.7%	4.9%	3.7%	5.6%	17.9%
12-15 Years	5	3	4	5	4	5.9%	3.7%	4.9%	5.6%	5.1%
16-19 Years	8	8	8	4	4	9.4%	9.9%	9.9%	4.5%	5.1%
20+ Years	37	36	35	38	31	43.5%	44.4%	43.2%	42.7%	39.7%
Average Experience	15.1	15.3	15.7	15.1	14.9					

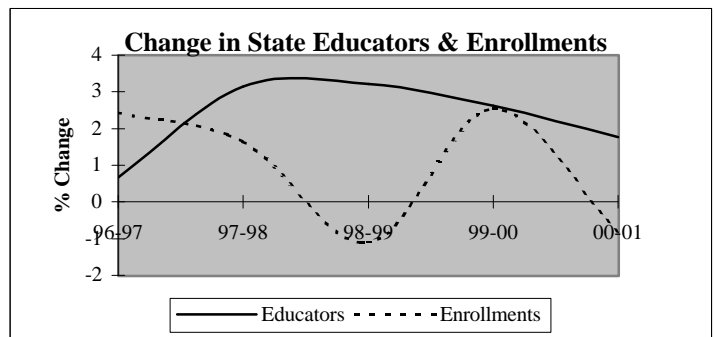
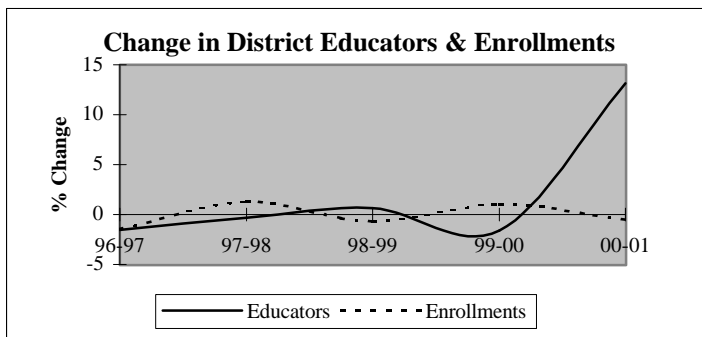
District Report for: CLAY COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	6	5	18	-	6.6%	5.9%	5.1%	16.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	1.0%	0.9%	-
Attrition from Exits	7	6	4	17	-	6.6%	5.9%	4.1%	15.7%	-
Teacher Attrition	6	3	2	14	-	7.1%	3.7%	2.5%	15.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	1.2%	1.1%	-
Attrition from Exits	6	3	1	13	-	7.1%	3.7%	1.2%	14.6%	-
District Retention										
Educator Retention	99	95	93	90	-	93.4%	94.1%	94.9%	83.3%	-
Teacher Retention	79	78	79	75	-	92.9%	96.3%	97.5%	84.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	70.6%	5.9%	23.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.0%	13.3%	6.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.2%	0.0%	11.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	92.9%	3.6%	3.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.3%	4.3%	4.3%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.8%	8.5%	11.8%	20.4%	21.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	6.8%	10.1%	12.4%	13.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.0%	2.0%	0.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	98.0%	96.9%	86.1%	94.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.8%	1.0%	1.0%	13.0%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.5	15.7	15.5	15.9	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	18.3	18.3	18.7	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	-1	2	-5	41	-	-	-	-	-
% Change in Educators	-1.6%	-0.3%	0.6%	-1.6%	13.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-73	64	-34	52	-27	-	-	-	-	-
% Change in Enrollment:	-1.5%	1.3%	-0.7%	1.1%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.6%	0.6%	0.6%	9.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	5.1%	5.0%	4.5%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.4%	9.2%	10.1%	10.3%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.7%	0.7%	0.7%	0.7%	1.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	18.8%	18.8%	18.8%	21.4%	17.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.4	43.9	44.2	44.4	43.3	43.5	43.6	43.7	43.9
Average Experience	14.0	14.3	14.8	14.5	13.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,502	29,780	30,991	31,914	31,135	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	0.8%	0.8%	0.8%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	70.4%	71.5%	72.9%	72.6%	72.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.9%	8.9%	8.9%	9.0%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.7%	na	3.7%	3.8%	4.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.3%	1.1%	1.1%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%

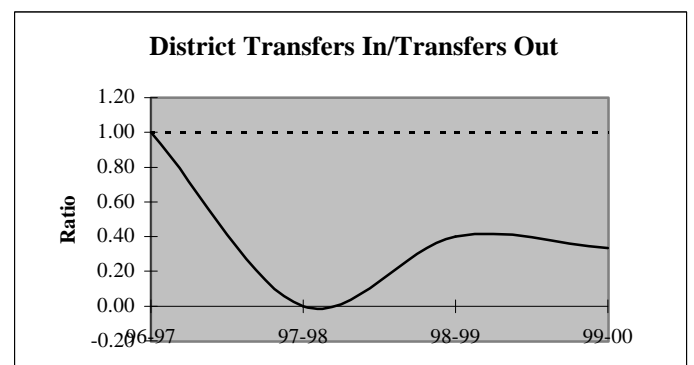
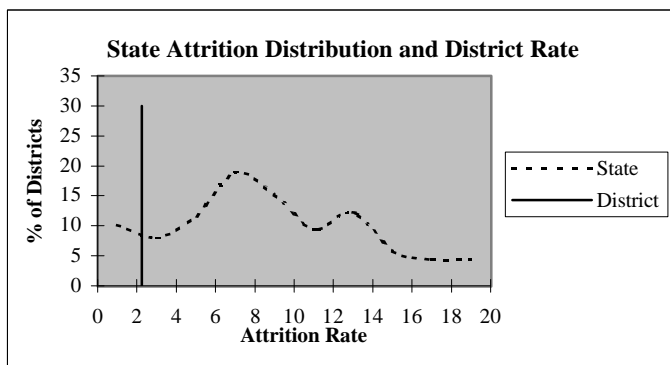
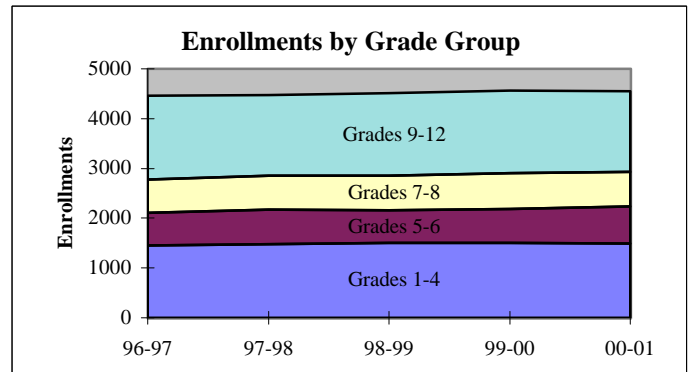
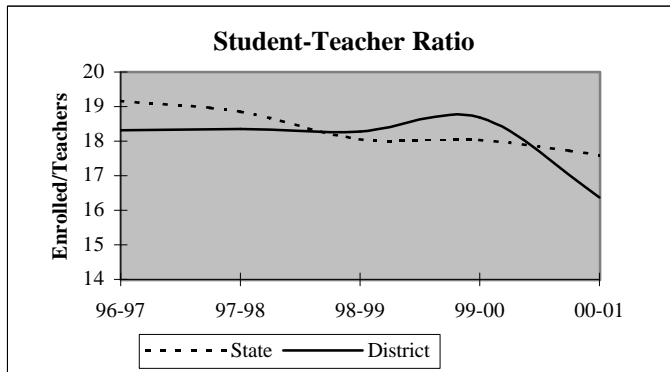
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	316	315	317	312	353	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	293	294	296	282	305	92.7%	93.3%	93.4%	90.4%	86.4%
Newly Hired	23	21	21	30	48	7.3%	6.7%	6.6%	9.6%	13.6%
Transfers In	4	3	2	1	6	17.4%	14.3%	9.5%	3.3%	12.5%
Reentrants	6	10	8	9	18	26.1%	47.6%	38.1%	30.0%	37.5%
First Time Educators	13	8	11	20	24	56.5%	38.1%	52.4%	66.7%	50.0%
Total Exiting Next Year	22	19	35	7	-	7.0%	6.0%	11.0%	2.2%	-
Transfers Out	4	0	5	3	-	18.2%	0.0%	14.3%	42.9%	-
Leave Tennessee Educ.	18	19	30	4	-	81.8%	100.0%	85.7%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	7.0%	6.0%	11.0%	2.2%	-
Transfers In/Out	1.00	nc	0.40	0.33	-

District Report for: COCKE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	316	315	317	312	353	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	16	16	14	17	5.1%	5.1%	5.0%	4.5%	4.8%
Professional Staff	33	29	32	32	34	10.4%	9.2%	10.1%	10.3%	9.6%
Total Teachers	267	270	269	266	302	84.5%	85.7%	84.9%	85.3%	85.6%
Special Education	21	24	24	24	25	7.9%	8.9%	8.9%	9.0%	8.3%
Pre-K & Kindergarten	20	20	20	20	20	7.5%	7.4%	7.4%	7.5%	6.6%
Elementary (1-4)	95	96	94	93	107	35.6%	35.6%	34.9%	35.0%	35.4%
Middle School (5-6)	31	29	32	35	39	11.6%	10.7%	11.9%	13.2%	12.9%
Jr. High (7-8)	17	20	20	21	21	6.4%	7.4%	7.4%	7.9%	7.0%
High School (9-12)	83	81	79	73	90	31.1%	30.0%	29.4%	27.4%	29.8%
Business	5	5	5	5	6	6.0%	6.2%	6.3%	6.8%	6.7%
Language Arts	7	11	11	10	12	8.4%	13.6%	13.9%	13.7%	13.3%
Social Studies	8	9	10	8	9	9.6%	11.1%	12.7%	11.0%	10.0%
Foreign Language	3	4	3	2	3	3.6%	4.9%	3.8%	2.7%	3.3%
Mathematics	9	6	5	7	11	10.8%	7.4%	6.3%	9.6%	12.2%
Science	7	7	6	6	6	8.4%	8.6%	7.6%	8.2%	6.7%
Vocational Education	23	21	19	17	21	27.7%	25.9%	24.1%	23.3%	23.3%
Other High School	21	18	20	18	22	25.3%	22.2%	25.3%	24.7%	24.4%

Total Enrollments	4,889	4,953	4,919	4,971	4,944	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	364	409	346	354	329	7.4%	8.3%	7.0%	7.1%	6.7%
Grades 1-4	1,447	1,477	1,510	1,502	1,495	29.6%	29.8%	30.7%	30.2%	30.2%
Grades 5-6	665	698	654	687	740	13.6%	14.1%	13.3%	13.8%	15.0%
Grades 7-8	669	683	688	721	690	13.7%	13.8%	14.0%	14.5%	14.0%
Grades 9-12	1,677	1,621	1,662	1,654	1,623	34.3%	32.7%	33.8%	33.3%	32.8%
Ungraded	67	65	59	53	67	1.4%	1.3%	1.2%	1.1%	1.4%



District Report for: COCKE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	16	16	14	17	5.2%	5.2%	5.2%	4.7%	5.0%
White - Females	3	3	3	3	3	18.8%	18.8%	18.8%	21.4%	17.6%
White - Males	13	13	13	11	14	81.3%	81.3%	81.3%	78.6%	82.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	28	30	30	32	10.5%	9.2%	9.8%	10.1%	9.4%
White - Females	23	19	19	19	20	71.9%	67.9%	63.3%	63.3%	62.5%
White - Males	9	9	11	11	12	28.1%	32.1%	36.7%	36.7%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	257	262	260	254	290	84.3%	85.6%	85.0%	85.2%	85.5%
White - Females	181	188	191	187	212	70.4%	71.8%	73.5%	73.6%	73.1%
White - Males	74	72	67	65	74	28.8%	27.5%	25.8%	25.6%	25.5%
Black - Females	2	2	2	2	3	0.8%	0.8%	0.8%	0.8%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	2	4	3	0.8%	1.3%	0.8%	1.8%	1.3%
25-29	18	14	9	9	21	7.5%	5.9%	3.8%	4.1%	8.8%
30-34	34	28	27	29	22	14.2%	11.9%	11.4%	13.1%	9.2%
35-39	30	36	36	26	31	12.6%	15.3%	15.2%	11.7%	13.0%
40-45	42	36	47	36	34	17.6%	15.3%	19.8%	16.2%	14.2%
45-49	63	62	50	47	42	26.4%	26.3%	21.1%	21.2%	17.6%
50-54	26	36	42	47	55	10.9%	15.3%	17.7%	21.2%	23.0%
55+	24	21	24	24	31	10.0%	8.9%	10.1%	10.8%	13.0%
Average Age	42.9	43.4	43.9	44.2	44.4					

Experience Distribution

Teachers by Experience

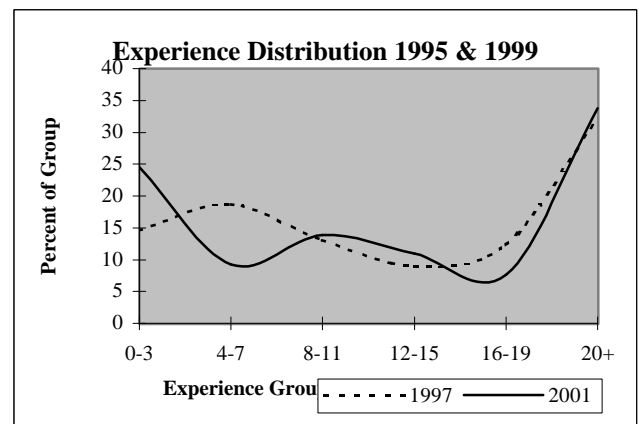
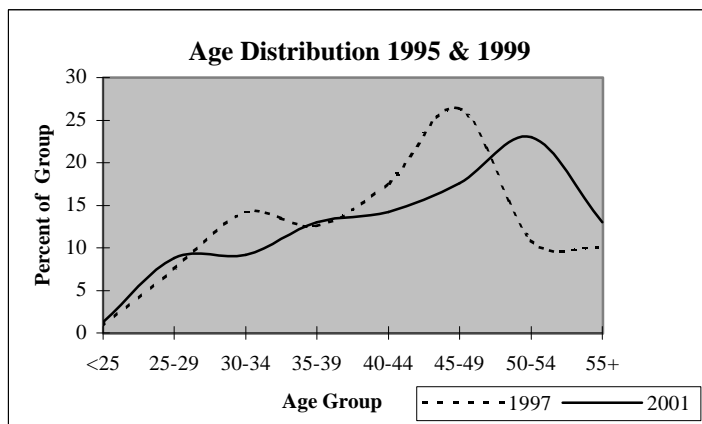
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	39	38	34	39	74	14.6%	14.1%	12.6%	14.7%	24.5%
4-7 Years	50	46	37	41	28	18.7%	17.0%	13.8%	15.4%	9.3%
8-11 Years	35	34	41	38	42	13.1%	12.6%	15.2%	14.3%	13.9%
12-15 Years	24	27	30	28	33	9.0%	10.0%	11.2%	10.5%	10.9%
16-19 Years	33	37	32	24	23	12.4%	13.7%	11.9%	9.0%	7.6%
20+ Years	86	88	95	96	102	32.2%	32.6%	35.3%	36.1%	33.8%
Average Experience	14.0	14.3	14.8	14.5	13.8					

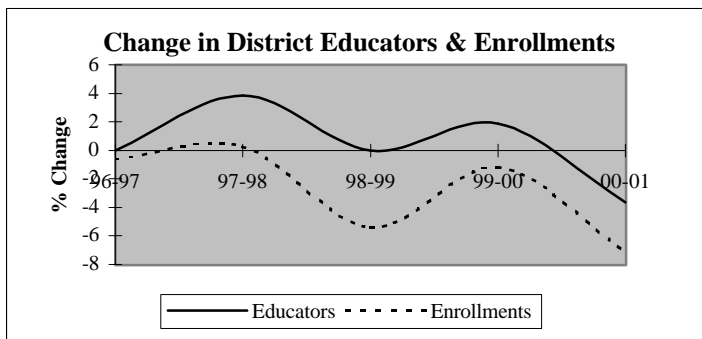
District Report for: COCKE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	22	19	35	7	-	7.0%	6.0%	11.0%	2.2%	-
Attrition from Transfers	4	0	5	3	-	1.3%	0.0%	1.6%	1.0%	-
Attrition from Exits	18	19	30	4	-	5.7%	6.0%	9.5%	1.3%	-
Teacher Attrition	16	17	32	7	-	6.0%	6.3%	11.9%	2.6%	-
Attrition from Transfers	3	0	5	3	-	1.1%	0.0%	1.9%	1.1%	-
Attrition from Exits	13	17	27	4	-	4.9%	6.3%	10.0%	1.5%	-
District Retention										
Educator Retention	294	296	282	305	-	93.0%	94.0%	89.0%	97.8%	-
Teacher Retention	251	253	237	259	-	94.0%	93.7%	88.1%	97.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	87.5%	3.6%	8.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.0%	2.1%	14.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.0%	2.1%	14.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	80.8%	5.8%	13.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.7%	2.1%	2.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.5%	0.0%	7.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.0%	10.4%	13.8%	17.1%	19.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.1%	7.2%	9.7%	8.9%	8.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.6%	0.6%	0.9%	1.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.0%	93.3%	92.7%	89.1%	87.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	6.0%	6.3%	9.6%	11.9%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	15.1	14.3	13.9	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	18.2	16.8	16.6	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	2	0	1	-2	-	-	-	-	-
% Change in Educators	0.0%	3.8%	0.0%	1.9%	-3.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-5	2	-44	-9	-54	-	-	-	-	-
% Change in Enrollment:	-0.6%	0.2%	-5.4%	-1.2%	-7.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	1.9%	1.8%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.8%	5.6%	5.6%	5.5%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	11.1%	9.3%	10.9%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	33.3%	66.7%	66.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.5	44.1	45.1	46.2	46.5	43.3	43.5	43.6	43.7	43.9
Average Experience	17.3	18.0	18.6	19.2	20.3	13.8	13.7	13.7	13.4	13.3
Average Salary	33,933	34,597	36,321	37,792	38,664	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	86.4%	86.7%	87.0%	87.0%	86.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	4.5%	4.4%	4.3%	2.2%	2.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.1%	na	8.3%	8.3%	8.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.2%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

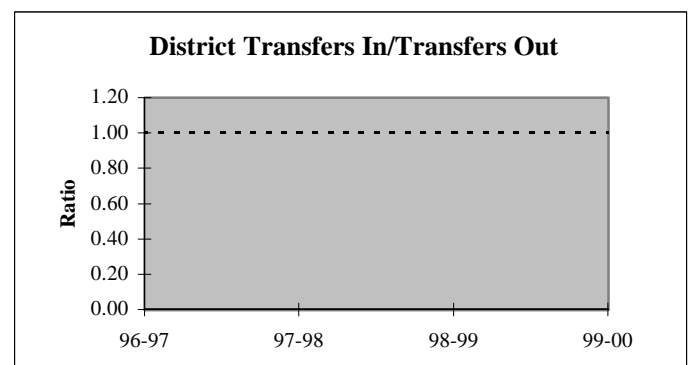
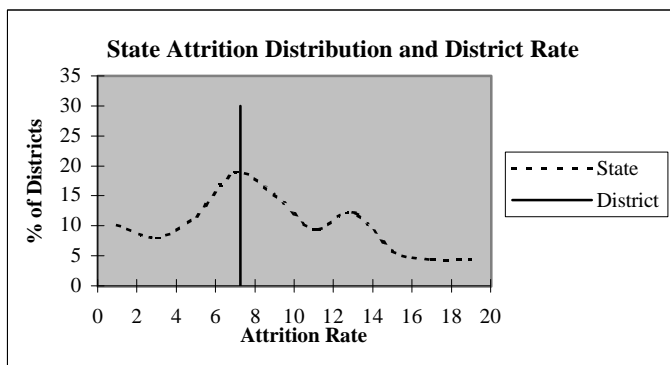
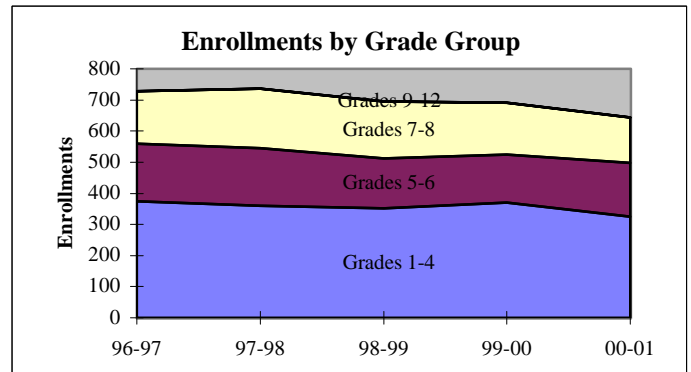
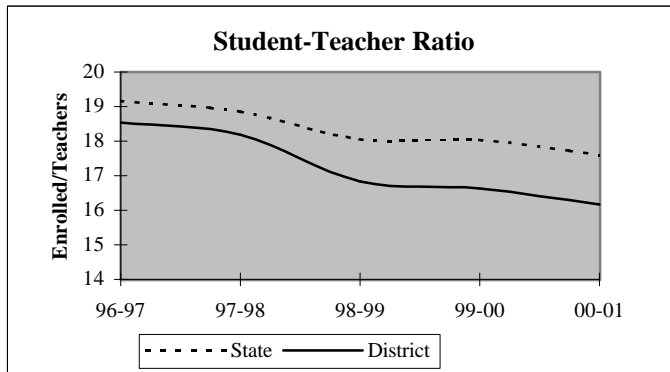
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	52	54	54	55	53	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	52	53	51	51	96.2%	96.3%	98.1%	92.7%	96.2%
Newly Hired	2	2	1	4	2	3.8%	3.7%	1.9%	7.3%	3.8%
Transfers In	1	2	0	0	0	50.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	1	0	0	3	2	50.0%	0.0%	0.0%	75.0%	100.0%
First Time Educators	0	0	1	1	0	0.0%	0.0%	100.0%	25.0%	0.0%
Total Exiting Next Year	0	1	3	4	-	0.0%	1.9%	5.6%	7.3%	-
Transfers Out	0	0	1	0	-	0.0%	0.0%	33.3%	0.0%	-
Leave Tennessee Educ.	0	1	2	4	-	0.0%	100.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	0.0%	1.9%	5.6%	7.3%	-
Transfers In/Out	nc	nc	0.00	nc	-

District Report for: NEWPORT

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	52	54	54	55	53	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.8%	5.6%	5.6%	5.5%	5.7%
Professional Staff	5	6	5	6	6	9.6%	11.1%	9.3%	10.9%	11.3%
Total Teachers	44	45	46	46	44	84.6%	83.3%	85.2%	83.6%	83.0%
Special Education	2	2	2	1	1	4.5%	4.4%	4.3%	2.2%	2.3%
Pre-K & Kindergarten	4	4	4	4	4	9.1%	8.9%	8.7%	8.7%	9.1%
Elementary (1-4)	23	23	23	24	22	52.3%	51.1%	50.0%	52.2%	50.0%
Middle School (5-6)	7	7	7	7	6	15.9%	15.6%	15.2%	15.2%	13.6%
Jr. High (7-8)	8	9	10	10	11	18.2%	20.0%	21.7%	21.7%	25.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	816	818	774	765	711	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	81	80	79	75	67	9.9%	9.8%	10.2%	9.8%	9.4%
Grades 1-4	375	359	352	371	324	46.0%	43.9%	45.5%	48.5%	45.6%
Grades 5-6	185	186	161	153	174	22.7%	22.7%	20.8%	20.0%	24.5%
Grades 7-8	168	191	182	166	146	20.6%	23.3%	23.5%	21.7%	20.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	7	2	0	0	0	0.9%	0.2%	0.0%	0.0%	0.0%



District Report for: NEWPORT

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	2	2	2	2	4.3%	4.2%	4.2%	4.0%	4.2%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	2	2	2	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	5	5	4	5	5	10.6%	10.4%	8.3%	10.0%	10.4%
White - Females	5	5	4	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	40	41	42	43	41	85.1%	85.4%	87.5%	86.0%	85.4%
White - Females	36	37	38	39	37	90.0%	90.2%	90.5%	90.7%	90.2%
White - Males	4	4	4	4	4	10.0%	9.8%	9.5%	9.3%	9.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	0	0	0	5.0%	2.4%	0.0%	0.0%	0.0%
30-34	3	4	4	3	3	7.5%	9.8%	9.8%	7.5%	7.7%
35-39	10	8	8	6	3	25.0%	19.5%	19.5%	15.0%	7.7%
40-45	6	7	7	7	11	15.0%	17.1%	17.1%	17.5%	28.2%
45-49	8	10	8	11	7	20.0%	24.4%	19.5%	27.5%	17.9%
50-54	9	9	10	8	8	22.5%	22.0%	24.4%	20.0%	20.5%
55+	2	2	4	5	7	5.0%	4.9%	9.8%	12.5%	17.9%
Average Age	43.5	44.1	45.1	46.2	46.5					

Experience Distribution

Teachers by Experience

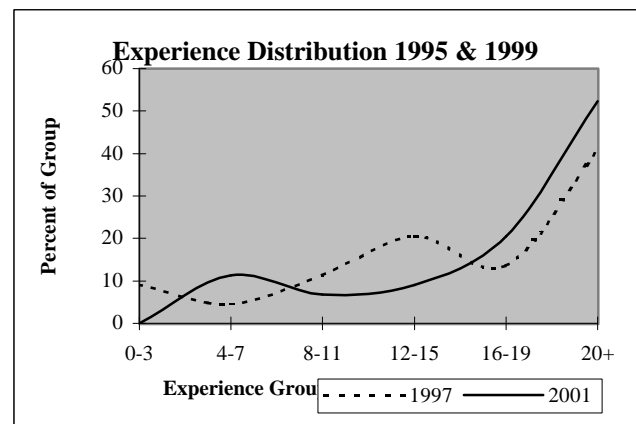
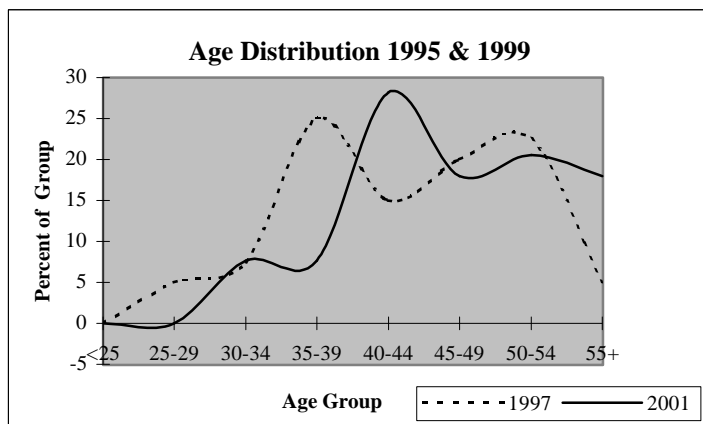
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	4	3	3	2	0	9.1%	6.7%	6.5%	4.3%	0.0%
4-7 Years	2	3	4	4	5	4.5%	6.7%	8.7%	8.7%	11.4%
8-11 Years	5	6	4	3	3	11.4%	13.3%	8.7%	6.5%	6.8%
12-15 Years	9	8	8	8	4	20.5%	17.8%	17.4%	17.4%	9.1%
16-19 Years	6	6	7	8	9	13.6%	13.3%	15.2%	17.4%	20.5%
20+ Years	18	19	20	21	23	40.9%	42.2%	43.5%	45.7%	52.3%
Average Experience	17.3	18.0	18.6	19.2	20.3					

District Report for: NEWPORT

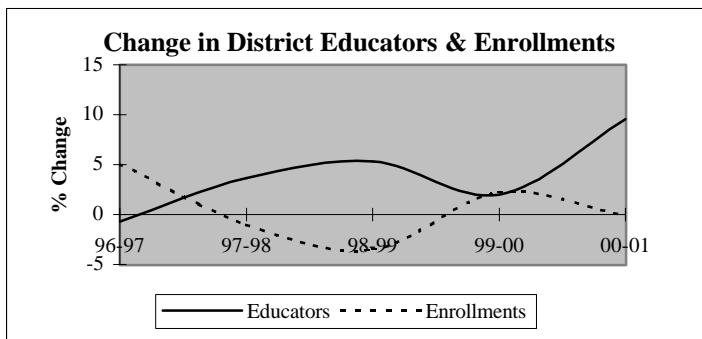
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	0	1	3	4	-	0.0%	1.9%	5.6%	7.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	1.9%	0.0%	-
Attrition from Exits	0	1	2	4	-	0.0%	1.9%	3.7%	7.3%	-
Teacher Attrition	0	0	2	4	-	0.0%	0.0%	4.3%	8.7%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	2.2%	0.0%	-
Attrition from Exits	0	0	1	4	-	0.0%	0.0%	2.2%	8.7%	-
District Retention										
Educator Retention	52	53	51	51	-	100.0%	98.1%	94.4%	92.7%	-
Teacher Retention	44	45	44	42	-	100.0%	100.0%	95.7%	91.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	0.0%	33.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	66.7%	0.0%	33.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.1%	10.7%	12.3%	12.5%	11.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	3.6%	5.3%	5.4%	5.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	1.8%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	100.0%	98.1%	90.9%	94.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	1.9%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.9%	0.0%	1.9%	7.3%	5.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: COFFEE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.6	15.9	14.6	14.6	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	18.4	16.8	16.9	15.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	10	15	6	29	-	-	-	-	-
% Change in Educators	-0.7%	3.7%	5.3%	2.0%	9.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	219	-46	-158	96	-6	-	-	-	-	-
% Change in Enrollment:	5.1%	-1.0%	-3.5%	2.2%	-0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.7%	0.7%	1.0%	0.7%	12.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.0%	4.6%	4.7%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.4%	8.8%	8.4%	9.5%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	1.8%	1.7%	1.7%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	18.2%	23.1%	21.4%	15.4%	15.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.0	41.3	41.4	41.8	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	13.2	13.5	13.9	13.9	13.8	13.7	13.7	13.4	13.3
Average Salary	31,754	31,973	33,218	34,495	33,833	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.7%	1.7%	1.6%	1.6%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.8%	80.4%	78.8%	79.0%	77.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.5%	11.4%	10.4%	11.5%	12.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.4%	na	2.6%	2.6%	3.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	2.4%	0.3%	0.7%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%

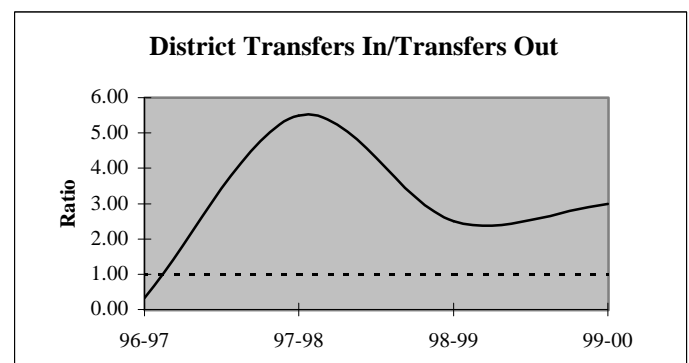
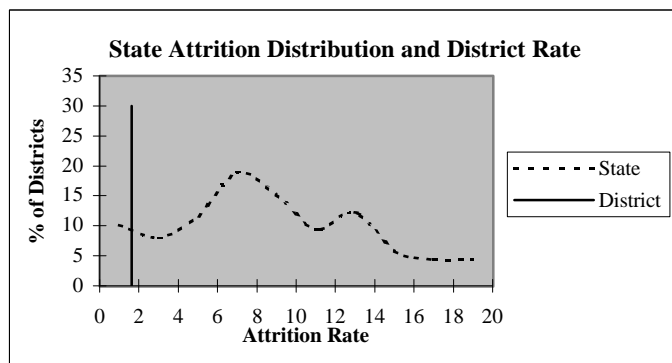
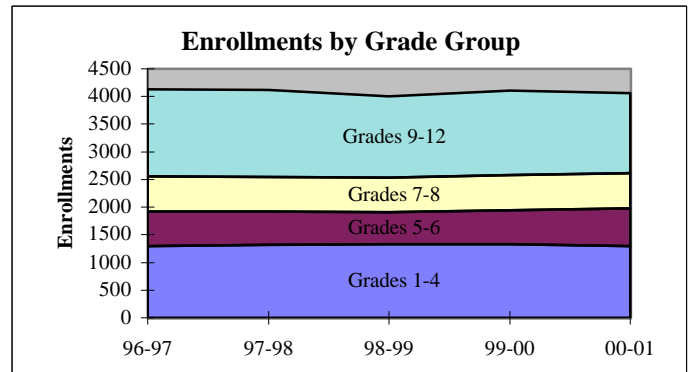
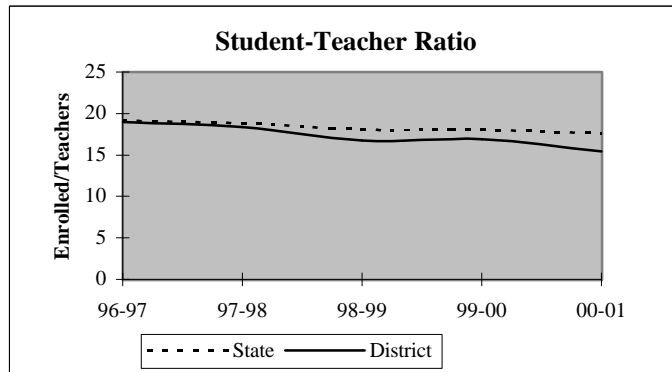
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	273	283	298	304	333	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	244	249	270	285	299	89.4%	88.0%	90.6%	93.8%	89.8%
Newly Hired	29	34	28	19	34	10.6%	12.0%	9.4%	6.3%	10.2%
Transfers In	2	11	5	3	5	6.9%	32.4%	17.9%	15.8%	14.7%
Reentrants	11	9	12	8	14	37.9%	26.5%	42.9%	42.1%	41.2%
First Time Educators	16	14	11	8	15	55.2%	41.2%	39.3%	42.1%	44.1%
Total Exiting Next Year	24	13	13	5	-	8.8%	4.6%	4.4%	1.6%	-
Transfers Out	6	2	2	1	-	25.0%	15.4%	15.4%	20.0%	-
Leave Tennessee Educ.	18	11	11	4	-	75.0%	84.6%	84.6%	80.0%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	4.6%	4.4%	1.6%	-
Transfers In/Out	0.33	5.50	2.50	3.00	-

District Report for: COFFEE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	273	283	298	304	333	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	13	14	13	13	4.0%	4.6%	4.7%	4.3%	3.9%
Professional Staff	23	25	25	29	33	8.4%	8.8%	8.4%	9.5%	9.9%
Total Teachers	239	245	259	262	287	87.5%	86.6%	86.9%	86.2%	86.2%
Special Education	25	28	27	30	37	10.5%	11.4%	10.4%	11.5%	12.9%
Pre-K & Kindergarten	20	19	20	22	24	8.4%	7.8%	7.7%	8.4%	8.4%
Elementary (1-4)	71	76	82	83	86	29.7%	31.0%	31.7%	31.7%	30.0%
Middle School (5-6)	28	26	24	24	25	11.7%	10.6%	9.3%	9.2%	8.7%
Jr. High (7-8)	27	29	30	28	30	11.3%	11.8%	11.6%	10.7%	10.5%
High School (9-12)	68	67	76	75	85	28.5%	27.3%	29.3%	28.6%	29.6%
Business	3	4	4	4	4	4.4%	6.0%	5.3%	5.3%	4.7%
Language Arts	12	13	12	12	12	17.6%	19.4%	15.8%	16.0%	14.1%
Social Studies	5	4	7	7	7	7.4%	6.0%	9.2%	9.3%	8.2%
Foreign Language	3	4	4	4	4	4.4%	6.0%	5.3%	5.3%	4.7%
Mathematics	8	8	9	11	11	11.8%	11.9%	11.8%	14.7%	12.9%
Science	9	9	11	9	11	13.2%	13.4%	14.5%	12.0%	12.9%
Vocational Education	13	14	16	16	17	19.1%	20.9%	21.1%	21.3%	20.0%
Other High School	15	11	13	12	19	22.1%	16.4%	17.1%	16.0%	22.4%

Total Enrollments	4,543	4,497	4,339	4,435	4,429	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	331	277	302	297	314	7.3%	6.2%	7.0%	6.7%	7.1%
Grades 1-4	1,293	1,319	1,330	1,330	1,299	28.5%	29.3%	30.7%	30.0%	29.3%
Grades 5-6	628	605	573	615	674	13.8%	13.5%	13.2%	13.9%	15.2%
Grades 7-8	632	619	636	637	637	13.9%	13.8%	14.7%	14.4%	14.4%
Grades 9-12	1,580	1,571	1,458	1,524	1,451	34.8%	34.9%	33.6%	34.4%	32.8%
Ungraded	79	106	40	32	54	1.7%	2.4%	0.9%	0.7%	1.2%



District Report for: COFFEE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	13	14	13	13	4.2%	4.8%	4.9%	4.5%	4.1%
White - Females	2	3	3	2	2	18.2%	23.1%	21.4%	15.4%	15.4%
White - Males	9	10	11	11	11	81.8%	76.9%	78.6%	84.6%	84.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	25	25	28	33	8.7%	9.2%	8.7%	9.7%	10.4%
White - Females	20	21	21	24	28	87.0%	84.0%	84.0%	85.7%	84.8%
White - Males	3	3	3	3	4	13.0%	12.0%	12.0%	10.7%	12.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	4.0%	4.0%	3.6%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	229	235	248	248	271	87.1%	86.1%	86.4%	85.8%	85.5%
White - Females	185	188	196	199	215	80.8%	80.0%	79.0%	80.2%	79.3%
White - Males	40	43	48	45	52	17.5%	18.3%	19.4%	18.1%	19.2%
Black - Females	3	3	3	3	3	1.3%	1.3%	1.2%	1.2%	1.1%
Black - Males	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	0.4%	0.4%	0.4%	0.4%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	6	4	3	6	1.8%	2.7%	1.7%	1.3%	2.3%
25-29	37	34	37	34	29	16.9%	15.0%	15.5%	14.3%	11.3%
30-34	24	29	34	40	51	11.0%	12.8%	14.3%	16.8%	19.8%
35-39	26	25	29	26	30	11.9%	11.1%	12.2%	10.9%	11.7%
40-45	39	31	25	24	23	17.8%	13.7%	10.5%	10.1%	8.9%
45-49	42	54	52	51	44	19.2%	23.9%	21.8%	21.4%	17.1%
50-54	29	29	31	31	40	13.2%	12.8%	13.0%	13.0%	15.6%
55+	18	18	26	29	34	8.2%	8.0%	10.9%	12.2%	13.2%
Average Age	41.0	41.3	41.4	41.8	42.0					

Experience Distribution

Teachers by Experience

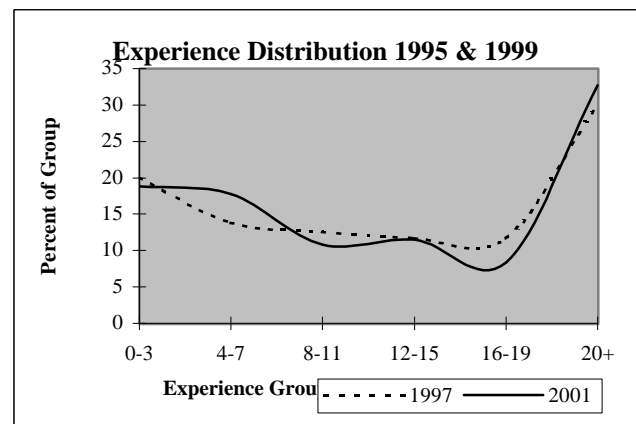
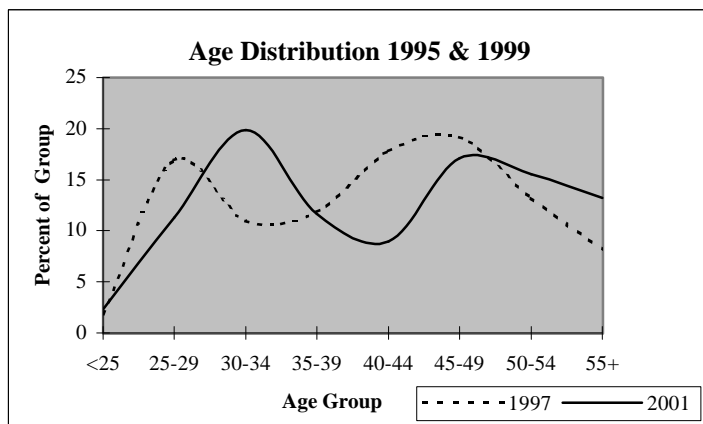
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	48	51	55	52	54	20.1%	20.8%	21.2%	19.8%	18.8%
4-7 Years	33	36	39	43	51	13.8%	14.7%	15.1%	16.4%	17.8%
8-11 Years	30	29	24	24	31	12.6%	11.8%	9.3%	9.2%	10.8%
12-15 Years	28	22	31	30	33	11.7%	9.0%	12.0%	11.5%	11.5%
16-19 Years	28	28	21	22	24	11.7%	11.4%	8.1%	8.4%	8.4%
20+ Years	72	79	89	91	94	30.1%	32.2%	34.4%	34.7%	32.8%
Average Experience	13.1	13.2	13.5	13.9	13.9					

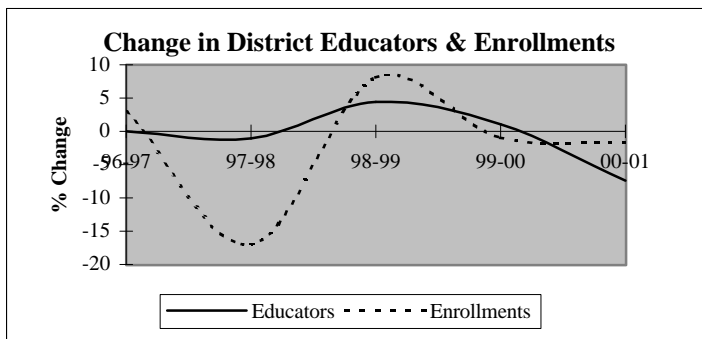
District Report for: COFFEE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	24	13	13	5	-	8.8%	4.6%	4.4%	1.6%	-
Attrition from Transfers	6	2	2	1	-	2.2%	0.7%	0.7%	0.3%	-
Attrition from Exits	18	11	11	4	-	6.6%	3.9%	3.7%	1.3%	-
Teacher Attrition	23	10	11	4	-	9.6%	4.1%	4.2%	1.5%	-
Attrition from Transfers	6	1	1	1	-	2.5%	0.4%	0.4%	0.4%	-
Attrition from Exits	17	9	10	3	-	7.1%	3.7%	3.9%	1.1%	-
District Retention										
Educator Retention	249	270	285	299	-	91.2%	95.4%	95.6%	98.4%	-
Teacher Retention	216	235	248	258	-	90.4%	95.9%	95.8%	98.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	86.7%	1.7%	11.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.2%	1.5%	12.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.2%	5.9%	5.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.2%	1.7%	5.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.5%	1.9%	9.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.6%	4.2%	6.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.4%	14.9%	19.8%	21.9%	21.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	10.4%	15.0%	13.9%	11.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.7%	0.7%	1.0%	0.3%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	90.5%	90.6%	94.1%	90.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.7%	0.7%	0.3%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	8.1%	7.7%	5.3%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.8	12.4	12.8	12.6	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	15.5	15.9	15.7	17.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-1	4	1	-7	-	-	-	-	-
% Change in Educators	0.0%	-1.1%	4.4%	1.1%	-7.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	38	-229	90	-12	-21	-	-	-	-	-
% Change in Enrollment:	2.9%	-17.0%	8.1%	-1.0%	-1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	0.0%	1.1%	1.1%	10.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.5%	5.6%	5.3%	5.3%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.2%	14.4%	13.8%	14.7%	15.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.1%	1.1%	1.1%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	20.0%	20.0%	40.0%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.6	42.9	44.0	44.4	44.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.9	14.1	14.5	15.0	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	34,230	34,588	37,010	38,546	37,674	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.4%	1.4%	1.3%	1.3%	3.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	87.8%	86.1%	84.2%	82.9%	79.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.8%	9.7%	9.2%	11.8%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.0%	na	8.4%	8.6%	8.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	2.4%	1.6%	2.1%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%

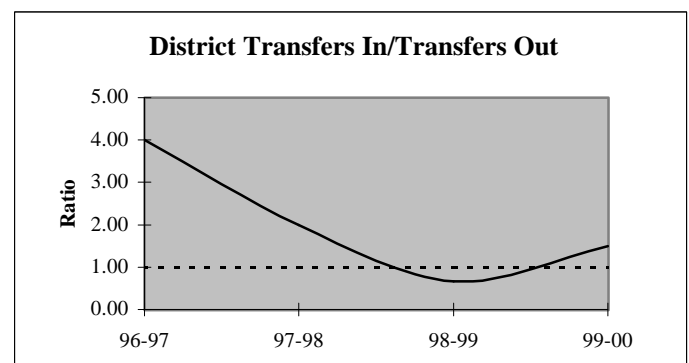
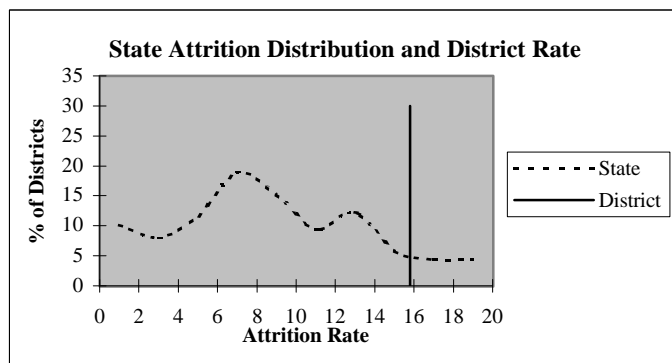
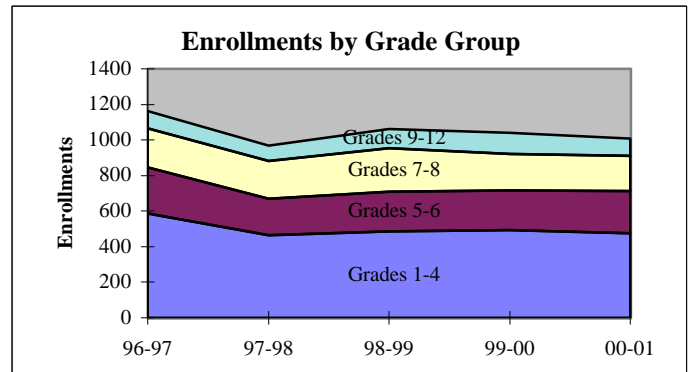
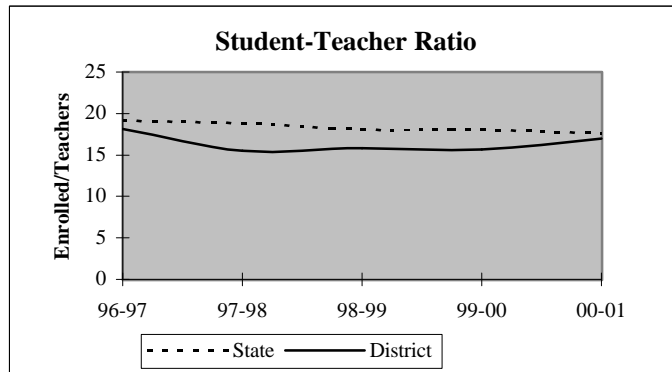
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	91	90	94	95	88	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	83	85	85	85	80	91.2%	94.4%	90.4%	89.5%	90.9%
Newly Hired	8	5	9	10	8	8.8%	5.6%	9.6%	10.5%	9.1%
Transfers In	4	2	2	3	0	50.0%	40.0%	22.2%	30.0%	0.0%
Reentrants	2	2	3	4	5	25.0%	40.0%	33.3%	40.0%	62.5%
First Time Educators	2	1	4	3	3	25.0%	20.0%	44.4%	30.0%	37.5%
Total Exiting Next Year	6	5	9	15	-	6.6%	5.6%	9.6%	15.8%	-
Transfers Out	1	1	3	2	-	16.7%	20.0%	33.3%	13.3%	-
Leave Tennessee Educ.	5	4	6	13	-	83.3%	80.0%	66.7%	86.7%	-

Dynamics Rates	District Rates				
District Attrition	6.6%	5.6%	9.6%	15.8%	-
Transfers In/Out	4.00	2.00	0.67	1.50	-

District Report for: MANCHESTER

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	91	90	94	95	88	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	5.5%	5.6%	5.3%	5.3%	5.7%
Professional Staff	12	13	13	14	14	13.2%	14.4%	13.8%	14.7%	15.9%
Total Teachers	74	72	76	76	69	81.3%	80.0%	80.9%	80.0%	78.4%
Special Education	8	7	7	9	6	10.8%	9.7%	9.2%	11.8%	8.7%
Pre-K & Kindergarten	8	6	6	6	5	10.8%	8.3%	7.9%	7.9%	7.2%
Elementary (1-4)	34	34	37	35	31	45.9%	47.2%	48.7%	46.1%	44.9%
Middle School (5-6)	10	11	11	11	12	13.5%	15.3%	14.5%	14.5%	17.4%
Jr. High (7-8)	9	8	9	8	8	12.2%	11.1%	11.8%	10.5%	11.6%
High School (9-12)	5	6	6	7	7	6.8%	8.3%	7.9%	9.2%	10.1%
Business	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%
Language Arts	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%
Social Studies	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%
Foreign Language	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	14.3%
Vocational Education	1	0	0	1	0	20.0%	0.0%	0.0%	14.3%	0.0%
Other High School	1	3	3	2	2	20.0%	50.0%	50.0%	28.6%	28.6%

Total Enrollments	1,344	1,115	1,205	1,193	1,172	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	145	121	120	127	130	10.8%	10.9%	10.0%	10.6%	11.1%
Grades 1-4	585	464	487	493	475	43.5%	41.6%	40.4%	41.3%	40.5%
Grades 5-6	262	206	221	222	239	19.5%	18.5%	18.3%	18.6%	20.4%
Grades 7-8	219	210	246	208	196	16.3%	18.8%	20.4%	17.4%	16.7%
Grades 9-12	97	87	108	118	97	7.2%	7.8%	9.0%	9.9%	8.3%
Ungraded	36	27	23	25	35	2.7%	2.4%	1.9%	2.1%	3.0%



District Report for: MANCHESTER

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	5	5	5	5.5%	5.6%	5.4%	5.3%	5.8%
White - Females	1	1	1	2	2	20.0%	20.0%	20.0%	40.0%	40.0%
White - Males	4	4	4	3	3	80.0%	80.0%	80.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	13	14	14	13.2%	14.4%	14.0%	14.9%	16.3%
White - Females	8	9	9	9	10	66.7%	69.2%	69.2%	64.3%	71.4%
White - Males	4	4	4	5	4	33.3%	30.8%	30.8%	35.7%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	74	72	75	75	67	81.3%	80.0%	80.6%	79.8%	77.9%
White - Females	64	61	62	62	53	86.5%	84.7%	82.7%	82.7%	79.1%
White - Males	9	10	12	12	12	12.2%	13.9%	16.0%	16.0%	17.9%
Black - Females	1	1	1	1	2	1.4%	1.4%	1.3%	1.3%	3.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	3	1	0	2.9%	3.0%	4.4%	1.5%	0.0%
25-29	8	10	8	10	6	11.6%	15.2%	11.8%	14.9%	10.0%
30-34	7	5	4	3	4	10.1%	7.6%	5.9%	4.5%	6.7%
35-39	11	8	7	6	10	15.9%	12.1%	10.3%	9.0%	16.7%
40-45	11	10	11	13	11	15.9%	15.2%	16.2%	19.4%	18.3%
45-49	10	10	11	11	10	14.5%	15.2%	16.2%	16.4%	16.7%
50-54	8	8	8	9	10	11.6%	12.1%	11.8%	13.4%	16.7%
55+	12	13	16	14	9	17.4%	19.7%	23.5%	20.9%	15.0%
Average Age	42.6	42.9	44.0	44.4	44.2					

Experience Distribution

Teachers by Experience

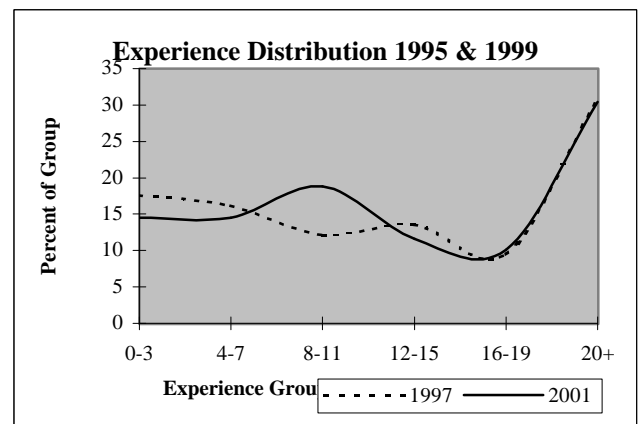
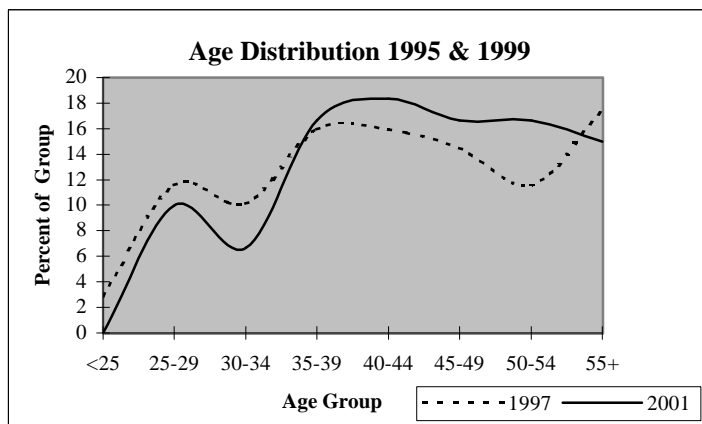
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	13	13	13	10	10	17.6%	18.1%	17.1%	13.2%	14.5%
4-7 Years	12	13	12	12	10	16.2%	18.1%	15.8%	15.8%	14.5%
8-11 Years	9	8	10	12	13	12.2%	11.1%	13.2%	15.8%	18.8%
12-15 Years	10	8	7	6	8	13.5%	11.1%	9.2%	7.9%	11.6%
16-19 Years	7	8	10	10	7	9.5%	11.1%	13.2%	13.2%	10.1%
20+ Years	23	22	24	26	21	31.1%	30.6%	31.6%	34.2%	30.4%
Average Experience	13.9	14.1	14.5	15.0	14.3					

District Report for: MANCHESTER

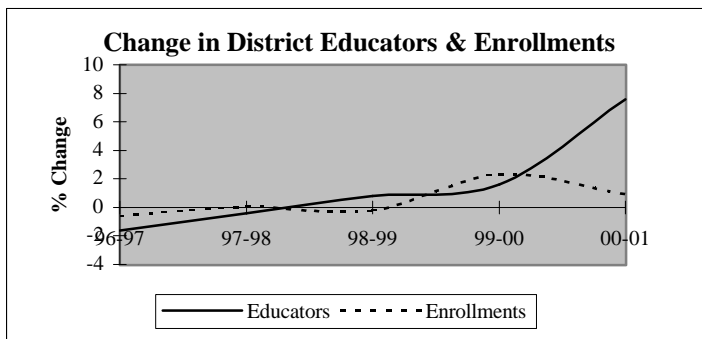
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	5	9	15	-	6.6%	5.6%	9.6%	15.8%	-
Attrition from Transfers	1	1	3	2	-	1.1%	1.1%	3.2%	2.1%	-
Attrition from Exits	5	4	6	13	-	5.5%	4.4%	6.4%	13.7%	-
Teacher Attrition	6	4	8	12	-	8.1%	5.6%	10.5%	15.8%	-
Attrition from Transfers	1	1	3	2	-	1.4%	1.4%	3.9%	2.6%	-
Attrition from Exits	5	3	5	10	-	6.8%	4.2%	6.6%	13.2%	-
District Retention										
Educator Retention	85	85	85	80	-	93.4%	94.4%	90.4%	84.2%	-
Teacher Retention	68	68	68	64	-	91.9%	94.4%	89.5%	84.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.3%	0.0%	18.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	76.5%	5.9%	17.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.7%	8.3%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	80.0%	0.0%	20.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.2%	0.0%	11.8%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.3%	0.0%	6.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.7%	11.1%	15.0%	14.3%	17.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.8%	9.1%	12.1%	11.2%	12.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	1.1%	0.0%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.6%	96.7%	91.5%	92.6%	89.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.4%	3.3%	7.4%	7.4%	9.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: TULLAHOMA



Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	14.9	15.0	14.8	14.9	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.8	18.0	17.5	17.7	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	-1	2	4	19	-	-	-	-	-
% Change in Educators	-1.6%	-0.4%	0.8%	1.6%	7.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	2	-9	85	35	-	-	-	-	-
% Change in Enrollment:	-0.6%	0.1%	-0.2%	2.3%	0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.0%	0.4%	2.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.9%	4.5%	4.8%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.8%	11.8%	10.9%	11.2%	11.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.4%	3.4%	2.5%	2.9%	2.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	18.2%	16.7%	9.1%	8.3%	8.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	27.3%	33.3%	27.3%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.5	45.3	44.6	44.6	44.8	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.4	15.1	14.5	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	36,148	36,431	37,223	37,591	38,306	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.6%	2.0%	2.5%	2.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.2%	78.4%	77.0%	77.7%	77.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.2%	9.8%	10.5%	10.0%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.2%	na	10.7%	11.3%	10.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	1.9%	1.6%	1.4%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Dynamics of the Workforce										
Total Workforce	246	245	247	251	270	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	230	216	223	229	249	93.5%	88.2%	90.3%	91.2%	92.2%
Newly Hired	16	29	24	22	21	6.5%	11.8%	9.7%	8.8%	7.8%
Transfers In	4	11	2	5	4	25.0%	37.9%	8.3%	22.7%	19.0%
Reentrants	3	10	7	5	9	18.8%	34.5%	29.2%	22.7%	42.9%
First Time Educators	9	8	15	12	8	56.3%	27.6%	62.5%	54.5%	38.1%
Total Exiting Next Year	30	22	18	2	-	12.2%	9.0%	7.3%	0.8%	-
Transfers Out	5	0	1	0	-	16.7%	0.0%	5.6%	0.0%	-
Leave Tennessee Educ.	25	22	17	2	-	83.3%	100.0%	94.4%	100.0%	-

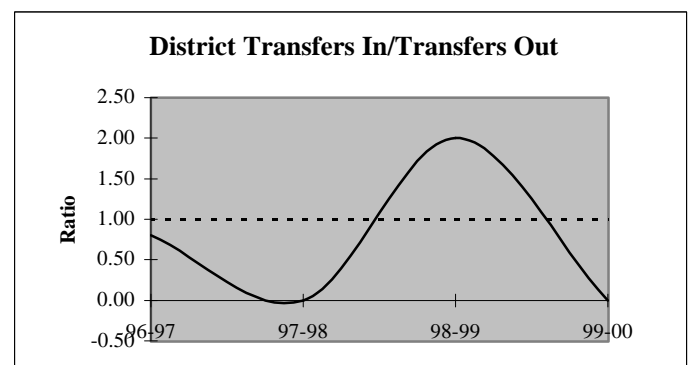
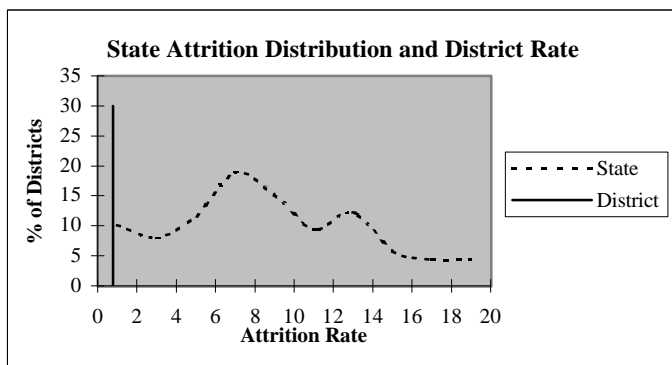
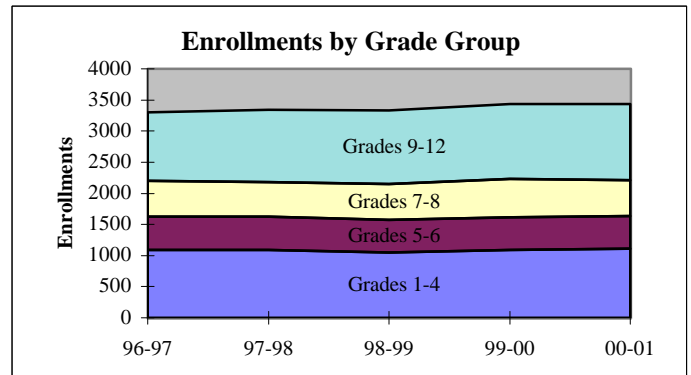
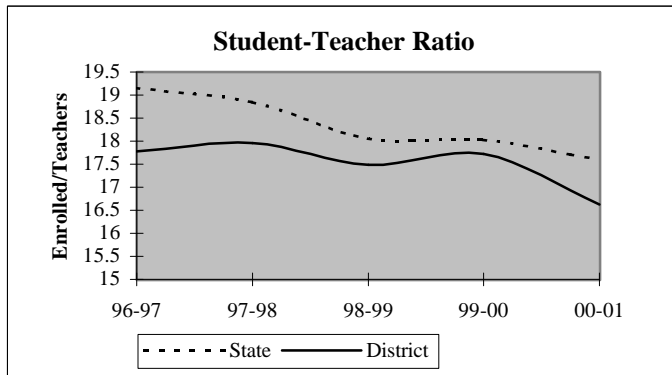
Dynamics Rates

	District Rates				
District Attrition	12.2%	9.0%	7.3%	0.8%	-
Transfers In/Out	0.80	nc	2.00	nc	-

District Report for: TULLAHOMA

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	246	245	247	251	270	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	12	11	12	12	4.5%	4.9%	4.5%	4.8%	4.4%
Professional Staff	29	29	27	28	31	11.8%	11.8%	10.9%	11.2%	11.5%
Total Teachers	206	204	209	211	227	83.7%	83.3%	84.6%	84.1%	84.1%
Special Education	19	20	22	21	23	9.2%	9.8%	10.5%	10.0%	10.1%
Pre-K & Kindergarten	12	13	12	11	11	5.8%	6.4%	5.7%	5.2%	4.8%
Elementary (1-4)	77	74	75	80	87	37.4%	36.3%	35.9%	37.9%	38.3%
Middle School (5-6)	22	22	23	23	24	10.7%	10.8%	11.0%	10.9%	10.6%
Jr. High (7-8)	22	19	18	22	23	10.7%	9.3%	8.6%	10.4%	10.1%
High School (9-12)	54	56	59	54	59	26.2%	27.5%	28.2%	25.6%	26.0%
Business	3	3	3	2	3	5.6%	5.4%	5.1%	3.7%	5.1%
Language Arts	10	7	8	7	9	18.5%	12.5%	13.6%	13.0%	15.3%
Social Studies	6	7	7	6	7	11.1%	12.5%	11.9%	11.1%	11.9%
Foreign Language	3	4	3	3	3	5.6%	7.1%	5.1%	5.6%	5.1%
Mathematics	7	7	9	8	9	13.0%	12.5%	15.3%	14.8%	15.3%
Science	6	8	8	8	8	11.1%	14.3%	13.6%	14.8%	13.6%
Vocational Education	8	8	8	7	8	14.8%	14.3%	13.6%	13.0%	13.6%
Other High School	11	12	13	13	12	20.4%	21.4%	22.0%	24.1%	20.3%

Total Enrollments	3,661	3,663	3,654	3,739	3,774	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	299	252	270	255	293	8.2%	6.9%	7.4%	6.8%	7.8%
Grades 1-4	1,086	1,087	1,053	1,085	1,106	29.7%	29.7%	28.8%	29.0%	29.3%
Grades 5-6	540	541	525	532	525	14.8%	14.8%	14.4%	14.2%	13.9%
Grades 7-8	570	557	570	613	584	15.6%	15.2%	15.6%	16.4%	15.5%
Grades 9-12	1,103	1,156	1,183	1,202	1,217	30.1%	31.6%	32.4%	32.1%	32.2%
Ungraded	63	70	53	52	49	1.7%	1.9%	1.5%	1.4%	1.3%



District Report for: TULLAHOMA

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	12	11	12	12	4.6%	5.1%	4.6%	5.0%	4.6%
White - Females	2	3	3	3	3	18.2%	25.0%	27.3%	25.0%	25.0%
White - Males	7	7	7	8	8	63.6%	58.3%	63.6%	66.7%	66.7%
Black - Females	1	1	0	0	0	9.1%	8.3%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	8.3%	9.1%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	28	26	27	30	11.8%	11.9%	10.9%	11.2%	11.6%
White - Females	21	21	21	20	23	75.0%	75.0%	80.8%	74.1%	76.7%
White - Males	6	6	4	6	6	21.4%	21.4%	15.4%	22.2%	20.0%
Black - Females	1	1	1	1	1	3.6%	3.6%	3.8%	3.7%	3.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	199	196	201	202	217	83.6%	83.1%	84.5%	83.8%	83.8%
White - Females	152	150	153	155	166	76.4%	76.5%	76.1%	76.7%	76.5%
White - Males	42	41	44	42	46	21.1%	20.9%	21.9%	20.8%	21.2%
Black - Females	2	2	1	2	2	1.0%	1.0%	0.5%	1.0%	0.9%
Black - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Females	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	3	6	5	3	1.6%	1.6%	3.2%	2.7%	1.6%
25-29	6	8	9	13	19	3.3%	4.3%	4.9%	7.1%	9.8%
30-34	14	15	14	10	11	7.6%	8.1%	7.6%	5.5%	5.7%
35-39	17	18	20	21	25	9.2%	9.7%	10.8%	11.5%	13.0%
40-45	34	31	30	29	21	18.5%	16.8%	16.2%	15.8%	10.9%
45-49	50	52	45	39	35	27.2%	28.1%	24.3%	21.3%	18.1%
50-54	32	34	38	44	51	17.4%	18.4%	20.5%	24.0%	26.4%
55+	28	24	23	22	28	15.2%	13.0%	12.4%	12.0%	14.5%
Average Age	45.5	45.3	44.6	44.6	44.8					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	30	27	35	39	46	14.6%	13.2%	16.7%	18.5%	20.3%
4-7 Years	26	27	21	27	28	12.6%	13.2%	10.0%	12.8%	12.3%
8-11 Years	17	21	27	25	26	8.3%	10.3%	12.9%	11.8%	11.5%
12-15 Years	20	24	25	23	20	9.7%	11.8%	12.0%	10.9%	8.8%
16-19 Years	38	25	21	19	19	18.4%	12.3%	10.0%	9.0%	8.4%
20+ Years	75	80	80	78	88	36.4%	39.2%	38.3%	37.0%	38.8%
Average Experience	15.4	15.4	15.1	14.5	14.7					

District Report for: TULLAHOMA

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	30	22	18	2	-	12.2%	9.0%	7.3%	0.8%	-
Attrition from Transfers	5	0	1	0	-	2.0%	0.0%	0.4%	0.0%	-
Attrition from Exits	25	22	17	2	-	10.2%	9.0%	6.9%	0.8%	-
Teacher Attrition	28	18	17	2	-	13.6%	8.8%	8.1%	0.9%	-
Attrition from Transfers	4	0	1	0	-	1.9%	0.0%	0.5%	0.0%	-
Attrition from Exits	24	18	16	2	-	11.7%	8.8%	7.7%	0.9%	-

District Retention

Educator Retention	216	223	229	249	-	87.8%	91.0%	92.7%	99.2%	-
Teacher Retention	178	186	192	209	-	86.4%	91.2%	91.9%	99.1%	-

Teacher Retention

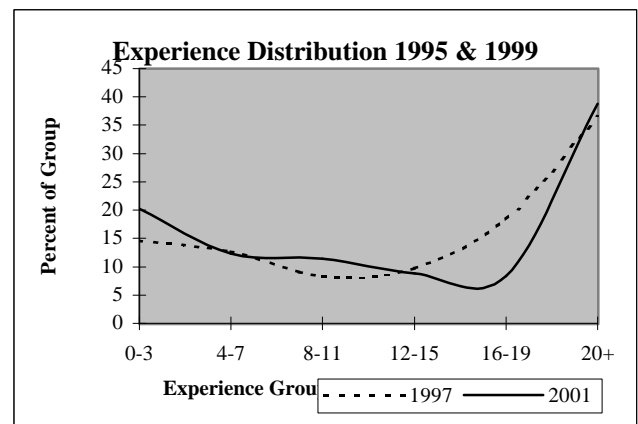
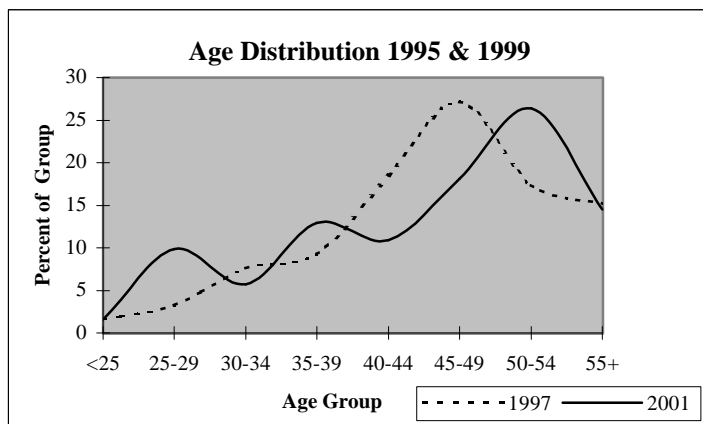
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.6%	5.5%	10.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.3%	8.3%	8.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	0.0%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.7%	0.0%	10.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.2%	2.9%	8.8%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

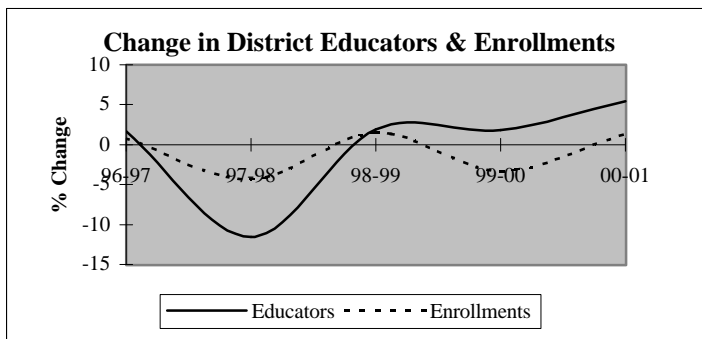
Incomplete Responses	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Race	7.3%	8.3%	12.8%	14.3%	16.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.6%	4.0%	7.4%	8.0%	8.5%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	0.0%	0.4%	0.4%	0.4%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.1%	91.8%	88.3%	92.4%	91.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.9%	7.8%	9.3%	7.2%	6.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CROCKETT COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.9	17.2	17.1	16.3	15.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	20.4	20.1	19.8	19.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	-14	2	2	6	-	-	-	-	-
% Change in Educators	1.7%	-11.6%	1.9%	1.8%	5.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	15	-84	27	-62	25	-	-	-	-	-
% Change in Enrollment:	0.8%	-4.4%	1.5%	-3.3%	1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.9%	0.9%	0.9%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.4%	9.3%	8.3%	8.1%	8.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.1%	6.5%	6.4%	9.9%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.9%	8.0%	7.6%	7.7%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	11.1%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	40.0%	44.4%	44.4%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.5	41.1	41.5	42.1	41.9	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.4	11.8	11.4	11.4	13.8	13.7	13.7	13.4	13.3
Average Salary	29,583	28,936	30,268	30,988	29,725	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.5%	8.4%	7.9%	7.1%	4.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	69.3%	71.1%	66.7%	69.2%	73.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.9%	7.8%	8.6%	7.7%	7.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	25.7%	na	25.1%	24.0%	24.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.7%	1.0%	0.8%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

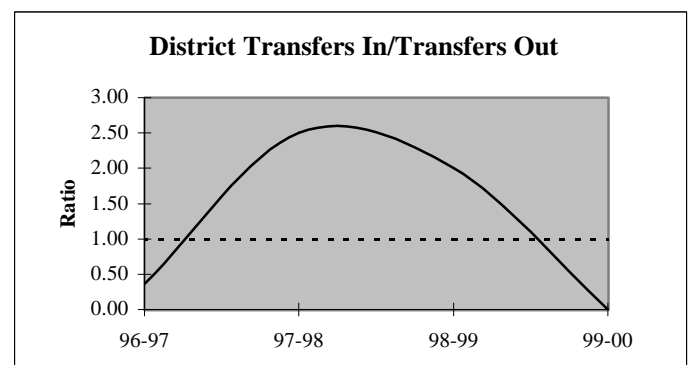
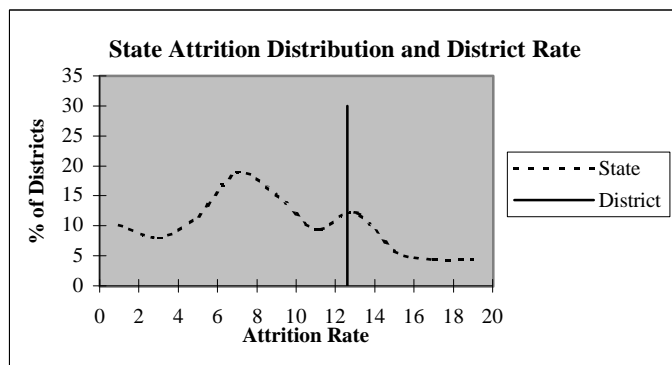
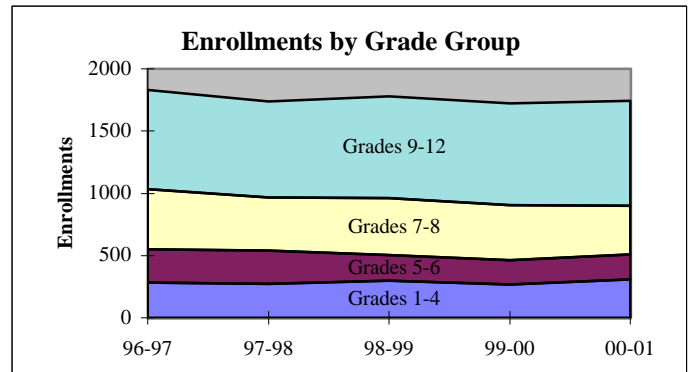
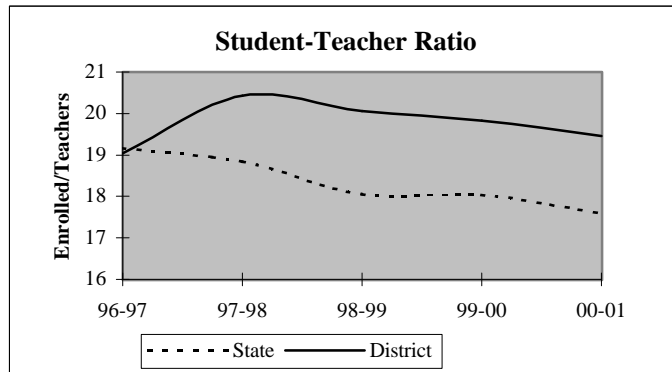
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	121	107	109	111	117	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	105	83	90	94	97	86.8%	77.6%	82.6%	84.7%	82.9%
Newly Hired	16	24	19	17	20	13.2%	22.4%	17.4%	15.3%	17.1%
Transfers In	4	5	4	1	3	25.0%	20.8%	21.1%	5.9%	15.0%
Reentrants	6	9	3	6	6	37.5%	37.5%	15.8%	35.3%	30.0%
First Time Educators	6	10	12	10	11	37.5%	41.7%	63.2%	58.8%	55.0%
Total Exiting Next Year	38	17	15	14	-	31.4%	15.9%	13.8%	12.6%	-
Transfers Out	11	2	2	0	-	28.9%	11.8%	13.3%	0.0%	-
Leave Tennessee Educ.	27	15	13	14	-	71.1%	88.2%	86.7%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	31.4%	15.9%	13.8%	12.6%	-
Transfers In/Out	0.36	2.50	2.00	nc	-

District Report for: CROCKETT COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	121	107	109	111	117	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	9	9	10	7.4%	9.3%	8.3%	8.1%	8.5%
Professional Staff	11	7	7	11	13	9.1%	6.5%	6.4%	9.9%	11.1%
Total Teachers	101	90	93	91	94	83.5%	84.1%	85.3%	82.0%	80.3%
Special Education	8	7	8	7	7	7.9%	7.8%	8.6%	7.7%	7.4%
Pre-K & Kindergarten	5	5	5	5	5	5.0%	5.6%	5.4%	5.5%	5.3%
Elementary (1-4)	19	18	18	18	21	18.8%	20.0%	19.4%	19.8%	22.3%
Middle School (5-6)	12	9	7	9	10	11.9%	10.0%	7.5%	9.9%	10.6%
Jr. High (7-8)	19	14	17	18	15	18.8%	15.6%	18.3%	19.8%	16.0%
High School (9-12)	38	37	38	34	36	37.6%	41.1%	40.9%	37.4%	38.3%
Business	2	2	1	1	1	5.3%	5.4%	2.6%	2.9%	2.8%
Language Arts	6	3	3	3	4	15.8%	8.1%	7.9%	8.8%	11.1%
Social Studies	3	3	3	2	4	7.9%	8.1%	7.9%	5.9%	11.1%
Foreign Language	1	2	2	2	2	2.6%	5.4%	5.3%	5.9%	5.6%
Mathematics	4	3	3	3	4	10.5%	8.1%	7.9%	8.8%	11.1%
Science	3	2	4	3	4	7.9%	5.4%	10.5%	8.8%	11.1%
Vocational Education	11	10	12	10	10	28.9%	27.0%	31.6%	29.4%	27.8%
Other High School	8	12	10	10	7	21.1%	32.4%	26.3%	29.4%	19.4%

Total Enrollments	1,923	1,839	1,866	1,804	1,829	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	77	88	68	67	68	4.0%	4.8%	3.6%	3.7%	3.7%
Grades 1-4	282	272	299	268	311	14.7%	14.8%	16.0%	14.9%	17.0%
Grades 5-6	268	267	204	194	197	13.9%	14.5%	10.9%	10.8%	10.8%
Grades 7-8	481	427	457	443	393	25.0%	23.2%	24.5%	24.6%	21.5%
Grades 9-12	800	773	820	817	840	41.6%	42.0%	43.9%	45.3%	45.9%
Ungraded	15	12	18	15	20	0.8%	0.7%	1.0%	0.8%	1.1%



District Report for: CROCKETT COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	10	9	9	10	7.9%	10.0%	8.6%	8.7%	9.2%
White - Females	3	4	4	4	4	33.3%	40.0%	44.4%	44.4%	40.0%
White - Males	5	6	5	5	6	55.6%	60.0%	55.6%	55.6%	60.0%
Black - Females	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	7	7	10	12	9.6%	7.0%	6.7%	9.6%	11.0%
White - Females	10	5	6	8	8	90.9%	71.4%	85.7%	80.0%	66.7%
White - Males	1	1	0	0	2	9.1%	14.3%	0.0%	0.0%	16.7%
Black - Females	0	1	1	1	2	0.0%	14.3%	14.3%	10.0%	16.7%
Black - Males	0	0	0	1	0	0.0%	0.0%	0.0%	10.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	83	89	85	87	82.5%	83.0%	84.8%	81.7%	79.8%
White - Females	62	56	56	56	63	66.0%	67.5%	62.9%	65.9%	72.4%
White - Males	24	20	26	23	20	25.5%	24.1%	29.2%	27.1%	23.0%
Black - Females	5	4	4	4	1	5.3%	4.8%	4.5%	4.7%	1.1%
Black - Males	3	3	3	2	3	3.2%	3.6%	3.4%	2.4%	3.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	1	1	3	1.1%	1.4%	1.3%	1.5%	4.4%
25-29	13	12	15	12	15	14.9%	16.9%	20.0%	18.5%	22.1%
30-34	18	8	7	8	5	20.7%	11.3%	9.3%	12.3%	7.4%
35-39	10	10	10	7	9	11.5%	14.1%	13.3%	10.8%	13.2%
40-45	10	11	7	6	4	11.5%	15.5%	9.3%	9.2%	5.9%
45-49	15	9	12	10	8	17.2%	12.7%	16.0%	15.4%	11.8%
50-54	10	13	15	13	13	11.5%	18.3%	20.0%	20.0%	19.1%
55+	10	7	8	8	11	11.5%	9.9%	10.7%	12.3%	16.2%
Average Age	40.5	41.1	41.5	42.1	41.9					

Experience Distribution

Teachers by Experience

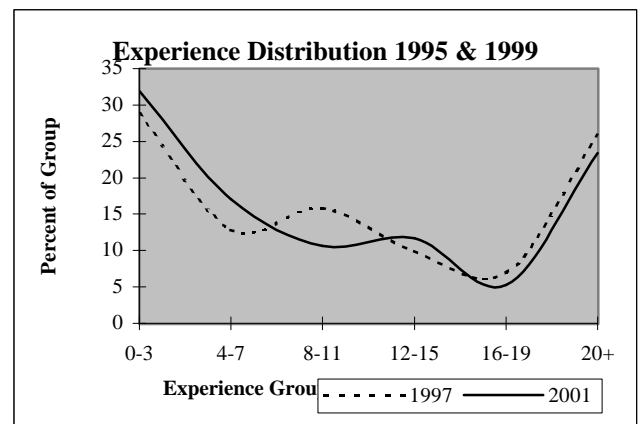
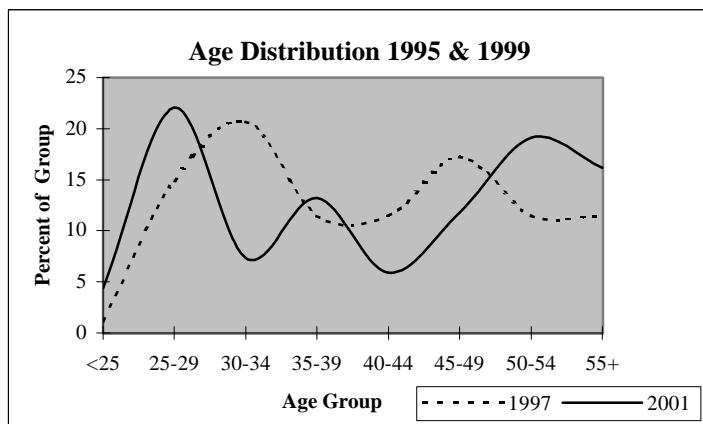
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	29	26	32	31	30	28.7%	28.9%	34.4%	34.1%	31.9%
4-7 Years	13	16	12	15	16	12.9%	17.8%	12.9%	16.5%	17.0%
8-11 Years	16	11	8	6	10	15.8%	12.2%	8.6%	6.6%	10.6%
12-15 Years	10	8	11	11	11	9.9%	8.9%	11.8%	12.1%	11.7%
16-19 Years	7	5	5	4	5	6.9%	5.6%	5.4%	4.4%	5.3%
20+ Years	26	24	25	24	22	25.7%	26.7%	26.9%	26.4%	23.4%
Average Experience	11.7	11.4	11.8	11.4	11.4					

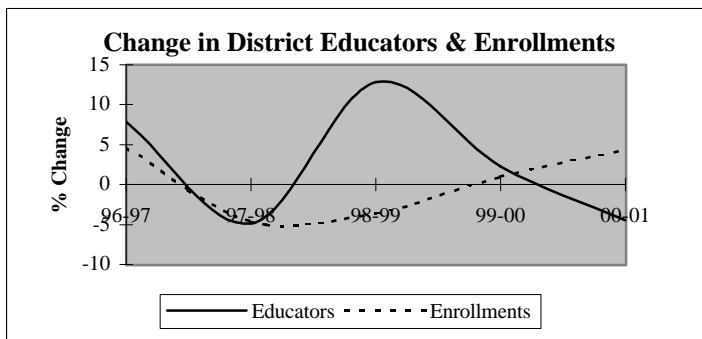
District Report for: CROCKETT COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	38	17	15	14	-	31.4%	15.9%	13.8%	12.6%	-
Attrition from Transfers	11	2	2	0	-	9.1%	1.9%	1.8%	0.0%	-
Attrition from Exits	27	15	13	14	-	22.3%	14.0%	11.9%	12.6%	-
Teacher Attrition	30	14	15	14	-	29.7%	15.6%	16.1%	15.4%	-
Attrition from Transfers	7	2	2	0	-	6.9%	2.2%	2.2%	0.0%	-
Attrition from Exits	23	12	13	14	-	22.8%	13.3%	14.0%	15.4%	-
District Retention										
Educator Retention	83	90	94	97	-	68.6%	84.1%	86.2%	87.4%	-
Teacher Retention	71	76	78	77	-	70.3%	84.4%	83.9%	84.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	64.8%	13.0%	22.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	73.0%	10.8%	16.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	78.8%	6.1%	15.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	65.5%	3.4%	31.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	75.0%	5.0%	20.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	82.4%	0.0%	17.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	13.2%	19.9%	29.8%	29.7%	29.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.5%	14.6%	22.0%	17.1%	6.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.7%	2.8%	0.0%	0.9%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	79.4%	86.2%	84.7%	83.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	17.8%	13.8%	14.4%	14.5%	8.6%	9.3%	9.4%	11.0%	10.3%





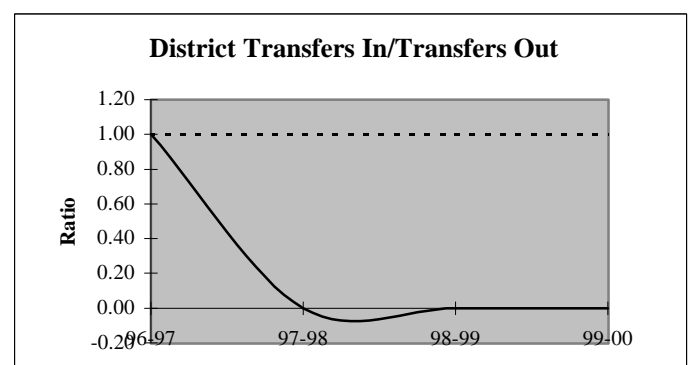
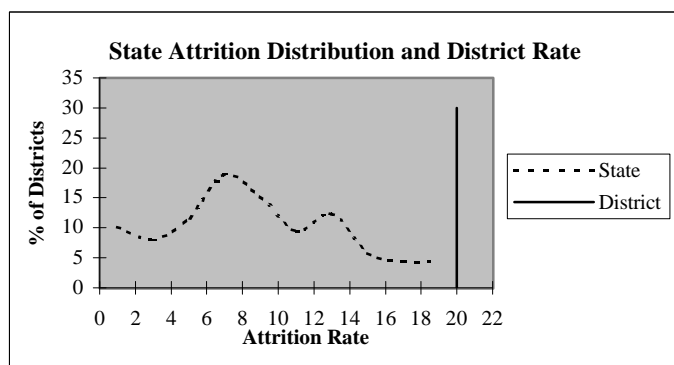
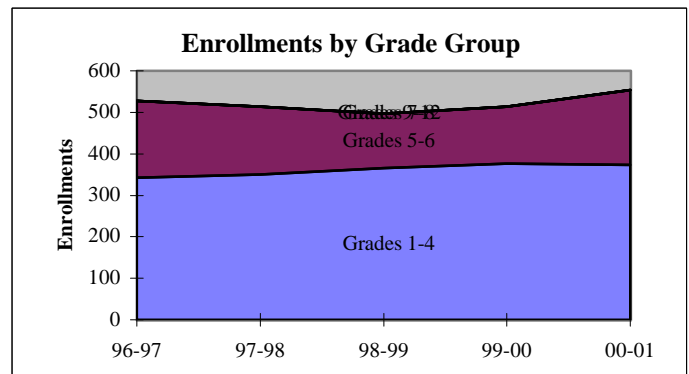
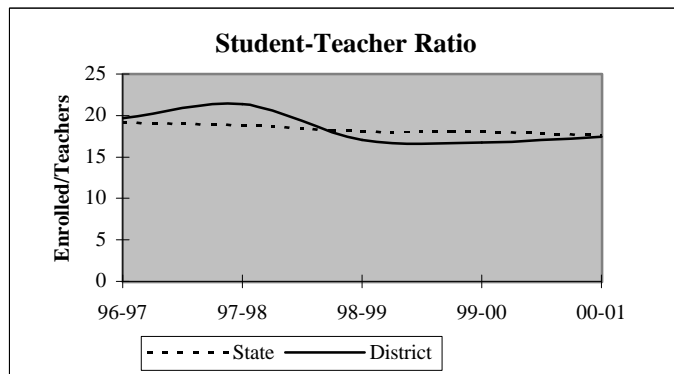
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.8	15.9	13.6	13.4	14.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	21.3	17.1	16.8	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	-2	5	1	-2	-	-	-	-	-
% Change in Educators	7.9%	-4.9%	12.8%	2.3%	-4.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	29	-30	-22	6	26	-	-	-	-	-
% Change in Enrollment:	4.7%	-4.6%	-3.6%	1.0%	4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	2.3%	2.2%	7.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.3%	7.7%	6.8%	6.7%	7.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.2%	17.9%	13.6%	13.3%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	10.0%	7.9%	9.3%	9.1%	7.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	33.3%	33.3%	33.3%	33.3%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.3	41.9	42.4	42.6	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	11.3	13.1	11.8	12.3	12.1	13.8	13.7	13.7	13.4	13.3
Average Salary	29,709	30,270	30,179	30,732	30,779	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	9.1%	6.9%	8.6%	8.3%	5.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	100.0%	100.0%	97.1%	97.2%	94.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.1%	10.3%	8.6%	8.3%	11.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	22.5%	na	20.4%	19.9%	15.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	3.0%	1.9%	2.4%	2.2%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	41	39	44	45	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	36	38	43	36	78.0%	92.3%	86.4%	95.6%	83.7%
Newly Hired	9	3	6	2	7	22.0%	7.7%	13.6%	4.4%	16.3%
Transfers In	2	0	2	0	0	22.2%	0.0%	33.3%	0.0%	0.0%
Reentrants	1	2	1	1	3	11.1%	66.7%	16.7%	50.0%	42.9%
First Time Educators	6	1	3	1	4	66.7%	33.3%	50.0%	50.0%	57.1%
Total Exiting Next Year	5	1	1	9	-	12.2%	2.6%	2.3%	20.0%	-
Transfers Out	2	0	0	4	-	40.0%	0.0%	0.0%	44.4%	-
Leave Tennessee Educ.	3	1	1	5	-	60.0%	100.0%	100.0%	55.6%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	12.2%	2.6%	2.3%	20.0%	-
Transfers In/Out	1.00	nc	nc	0.00	-

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	41	39	44	45	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.3%	7.7%	6.8%	6.7%	7.0%
Professional Staff	5	7	6	6	4	12.2%	17.9%	13.6%	13.3%	9.3%
Total Teachers	33	29	35	36	36	80.5%	74.4%	79.5%	80.0%	83.7%
Special Education	2	3	3	3	4	6.1%	10.3%	8.6%	8.3%	11.1%
Pre-K & Kindergarten	5	3	4	4	4	15.2%	10.3%	11.4%	11.1%	11.1%
Elementary (1-4)	19	17	21	21	22	57.6%	58.6%	60.0%	58.3%	61.1%
Middle School (5-6)	7	6	7	8	6	21.2%	20.7%	20.0%	22.2%	16.7%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	649	619	597	603	629	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	93	88	77	65	16.2%	15.0%	14.7%	12.8%	10.3%
Grades 1-4	343	350	366	377	374	52.9%	56.5%	61.3%	62.5%	59.5%
Grades 5-6	184	164	130	136	180	28.4%	26.5%	21.8%	22.6%	28.6%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	17	12	13	13	10	2.6%	1.9%	2.2%	2.2%	1.6%



District Report for: ALAMO

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	3	3	3	3	7.5%	7.9%	7.0%	6.8%	7.3%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	6	5	5	3	10.0%	15.8%	11.6%	11.4%	7.3%
White - Females	4	6	5	5	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	33	29	35	36	35	82.5%	76.3%	81.4%	81.8%	85.4%
White - Females	30	27	31	32	32	90.9%	93.1%	88.6%	88.9%	91.4%
White - Males	0	0	1	1	1	0.0%	0.0%	2.9%	2.8%	2.9%
Black - Females	3	2	3	3	2	9.1%	6.9%	8.6%	8.3%	5.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	0	1	1	4.2%	0.0%	0.0%	3.8%	4.0%
25-29	3	3	3	2	1	12.5%	13.0%	12.0%	7.7%	4.0%
30-34	2	4	4	5	4	8.3%	17.4%	16.0%	19.2%	16.0%
35-39	3	1	2	2	3	12.5%	4.3%	8.0%	7.7%	12.0%
40-45	7	6	4	4	3	29.2%	26.1%	16.0%	15.4%	12.0%
45-49	3	3	5	5	5	12.5%	13.0%	20.0%	19.2%	20.0%
50-54	3	3	4	3	4	12.5%	13.0%	16.0%	11.5%	16.0%
55+	2	3	3	4	4	8.3%	13.0%	12.0%	15.4%	16.0%
Average Age	41.3	41.9	42.4	42.6	44.9					

Experience Distribution

Teachers by Experience

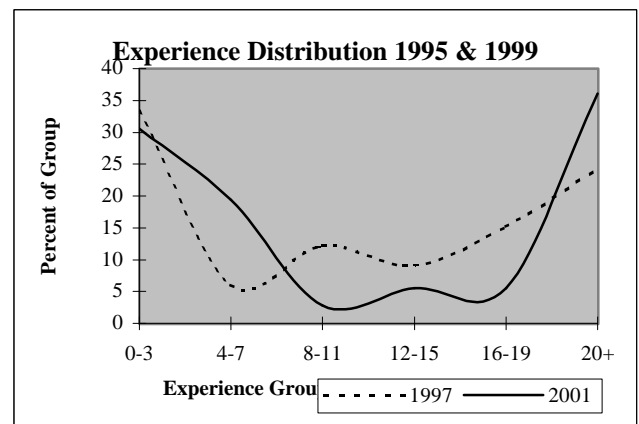
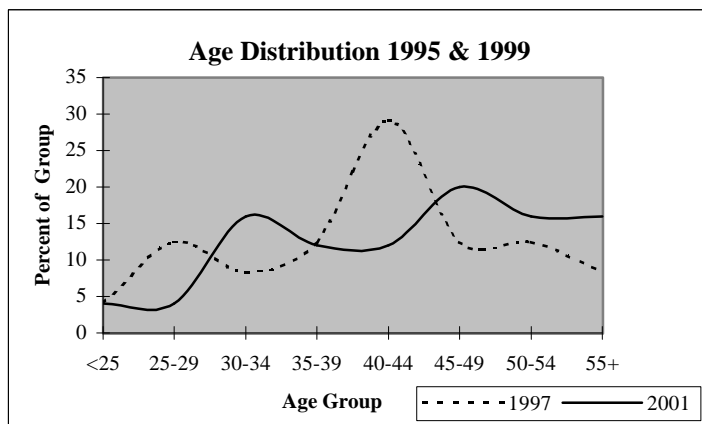
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	11	8	14	15	11	33.3%	27.6%	40.0%	41.7%	30.6%
4-7 Years	2	2	2	1	7	6.1%	6.9%	5.7%	2.8%	19.4%
8-11 Years	4	3	3	4	1	12.1%	10.3%	8.6%	11.1%	2.8%
12-15 Years	3	3	2	2	2	9.1%	10.3%	5.7%	5.6%	5.6%
16-19 Years	5	5	5	4	2	15.2%	17.2%	14.3%	11.1%	5.6%
20+ Years	8	8	9	10	13	24.2%	27.6%	25.7%	27.8%	36.1%
Average Experience	11.3	13.1	11.8	12.3	12.1					

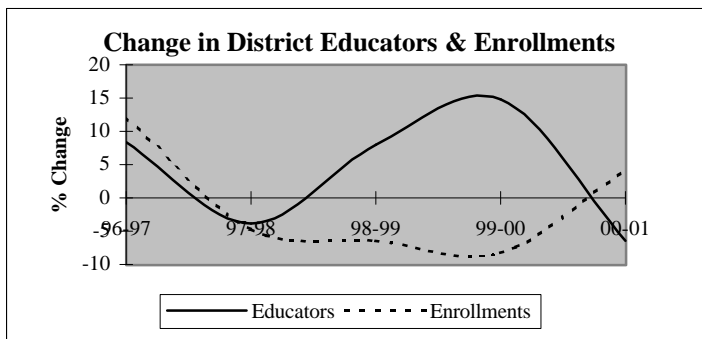
District Report for: ALAMO

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	5	1	1	9	-	12.2%	2.6%	2.3%	20.0%	-
Attrition from Transfers	2	0	0	4	-	4.9%	0.0%	0.0%	8.9%	-
Attrition from Exits	3	1	1	5	-	7.3%	2.6%	2.3%	11.1%	-
Teacher Attrition	5	0	1	7	-	15.2%	0.0%	2.9%	19.4%	-
Attrition from Transfers	2	0	0	3	-	6.1%	0.0%	0.0%	8.3%	-
Attrition from Exits	3	0	1	4	-	9.1%	0.0%	2.9%	11.1%	-
District Retention										
Educator Retention	36	38	43	36	-	87.8%	97.4%	97.7%	80.0%	-
Teacher Retention	28	29	34	29	-	84.8%	100.0%	97.1%	80.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	90.9%	0.0%	9.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.3%	6.7%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	78.6%	0.0%	21.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	70.0%	10.0%	20.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	14.6%	18.4%	22.4%	22.2%	27.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	10.4%	12.2%	16.3%	15.6%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	2.3%	8.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	82.9%	92.3%	88.6%	86.7%	83.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	17.1%	7.7%	9.1%	4.4%	16.3%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	15.5	13.4	10.7	12.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.0	17.6	14.5	11.9	13.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	-1	2	4	-2	-	-	-	-	-
% Change in Educators	8.3%	-3.8%	8.0%	14.8%	-6.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	44	-19	-25	-30	14	-	-	-	-	-
% Change in Enrollment:	12.1%	-4.7%	-6.4%	-8.3%	4.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	3.8%	0.0%	0.0%	0.0%	13.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	8.0%	7.4%	6.5%	3.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	3.8%	4.0%	0.0%	3.2%	6.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	8.0%	8.0%	7.7%	6.7%	6.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	38.6	38.6	38.5	39.2	38.3	43.3	43.5	43.6	43.7	43.9
Average Experience	8.9	9.9	10.0	10.5	9.1	13.8	13.7	13.7	13.4	13.3
Average Salary	28,084	29,635	30,800	32,132	30,757	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.7%	9.1%	8.3%	7.4%	7.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	100.0%	100.0%	96.0%	96.4%	100.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.3%	9.1%	4.0%	7.1%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	35.6%	na	36.1%	39.5%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	2.8%	0.9%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

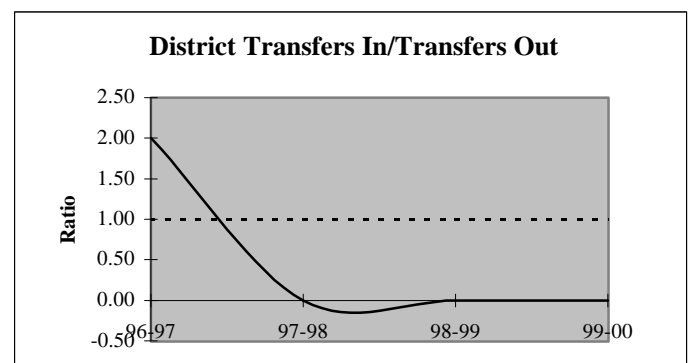
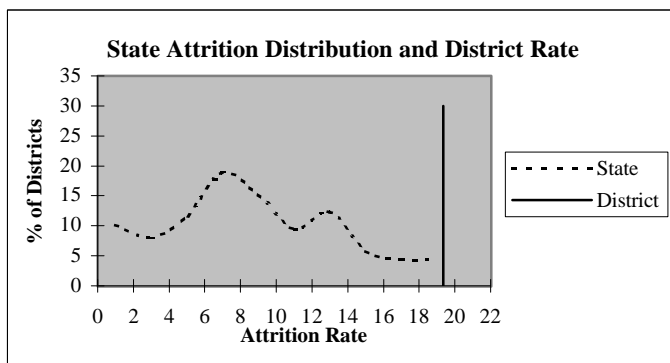
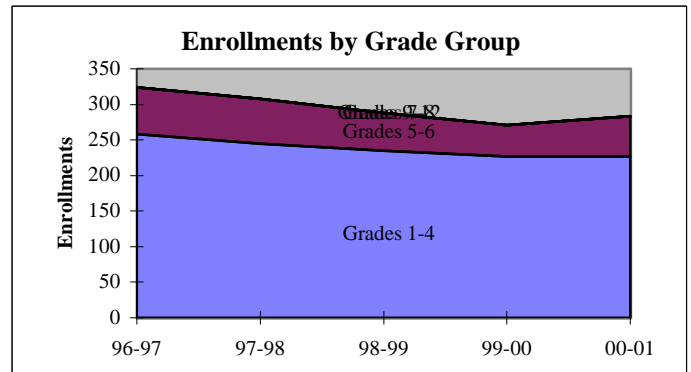
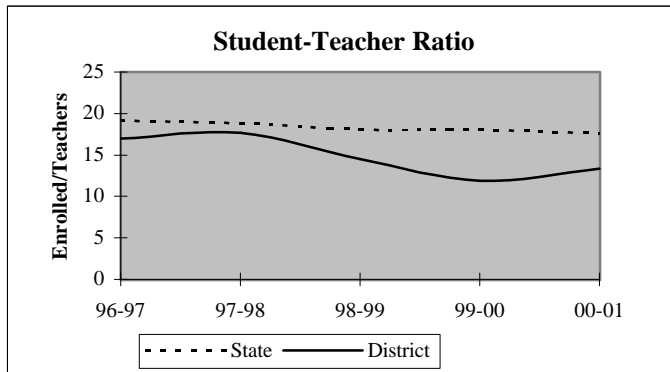
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	26	25	27	31	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	20	23	27	25	88.5%	80.0%	85.2%	87.1%	86.2%
Newly Hired	3	5	4	4	4	11.5%	20.0%	14.8%	12.9%	13.8%
Transfers In	2	2	1	0	0	66.7%	40.0%	25.0%	0.0%	0.0%
Reentrants	0	1	1	4	1	0.0%	20.0%	25.0%	100.0%	25.0%
First Time Educators	1	2	2	0	3	33.3%	40.0%	50.0%	0.0%	75.0%
Total Exiting Next Year	6	2	0	6	-	23.1%	8.0%	0.0%	19.4%	-
Transfers Out	1	0	0	1	-	16.7%	0.0%	0.0%	16.7%	-
Leave Tennessee Educ.	5	2	0	5	-	83.3%	100.0%	0.0%	83.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	23.1%	8.0%	0.0%	19.4%	-
Transfers In/Out	2.00	nc	nc	0.00	-

District Report for: BELLS

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	26	25	27	31	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	1	3.8%	8.0%	7.4%	6.5%	3.4%
Professional Staff	1	1	0	1	2	3.8%	4.0%	0.0%	3.2%	6.9%
Total Teachers	24	22	25	28	26	92.3%	88.0%	92.6%	90.3%	89.7%
Special Education	2	2	1	2	2	8.3%	9.1%	4.0%	7.1%	7.7%
Pre-K & Kindergarten	3	3	2	2	4	12.5%	13.6%	8.0%	7.1%	15.4%
Elementary (1-4)	16	14	19	21	17	66.7%	63.6%	76.0%	75.0%	65.4%
Middle School (5-6)	3	3	3	3	3	12.5%	13.6%	12.0%	10.7%	11.5%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	407	388	363	333	347	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	69	73	62	64	18.4%	17.8%	20.1%	18.6%	18.4%
Grades 1-4	258	245	235	227	227	63.4%	63.1%	64.7%	68.2%	65.4%
Grades 5-6	66	63	53	44	56	16.2%	16.2%	14.6%	13.2%	16.1%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	8	11	2	0	0	2.0%	2.8%	0.6%	0.0%	0.0%



District Report for: BELLS

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	1	2	2	2	1	4.0%	8.0%	7.7%	6.7%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	1	0	1	2	4.0%	4.0%	0.0%	3.3%	6.9%
White - Females	1	1	0	1	2	100.0%	100.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	23	22	24	27	26	92.0%	88.0%	92.3%	90.0%	89.7%
White - Females	21	20	22	25	24	91.3%	90.9%	91.7%	92.6%	92.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	8.7%	9.1%	8.3%	7.4%	7.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	0	0	0	0.0%	4.8%	0.0%	0.0%	0.0%
25-29	5	3	4	3	3	21.7%	14.3%	16.7%	11.5%	13.0%
30-34	4	5	6	7	5	17.4%	23.8%	25.0%	26.9%	21.7%
35-39	6	4	5	5	6	26.1%	19.0%	20.8%	19.2%	26.1%
40-45	1	3	4	5	4	4.3%	14.3%	16.7%	19.2%	17.4%
45-49	3	2	1	1	2	13.0%	9.5%	4.2%	3.8%	8.7%
50-54	2	1	2	3	2	8.7%	4.8%	8.3%	11.5%	8.7%
55+	2	2	2	2	1	8.7%	9.5%	8.3%	7.7%	4.3%
Average Age	38.6	38.6	38.5	39.2	38.3					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	5	4	4	3	6	20.8%	18.2%	16.0%	10.7%	23.1%
4-7 Years	8	7	10	9	4	33.3%	31.8%	40.0%	32.1%	15.4%
8-11 Years	4	3	2	6	9	16.7%	13.6%	8.0%	21.4%	34.6%
12-15 Years	2	3	3	3	2	8.3%	13.6%	12.0%	10.7%	7.7%
16-19 Years	1	1	1	2	2	4.2%	4.5%	4.0%	7.1%	7.7%
20+ Years	4	4	5	5	3	16.7%	18.2%	20.0%	17.9%	11.5%
Average Experience	8.9	9.9	10.0	10.5	9.1					

District Report for: BELLS

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	6	2	0	6	-	23.1%	8.0%	0.0%	19.4%	-
Attrition from Transfers	1	0	0	1	-	3.8%	0.0%	0.0%	3.2%	-
Attrition from Exits	5	2	0	5	-	19.2%	8.0%	0.0%	16.1%	-
Teacher Attrition	6	1	0	5	-	25.0%	4.5%	0.0%	17.9%	-
Attrition from Transfers	1	0	0	1	-	4.2%	0.0%	0.0%	3.6%	-
Attrition from Exits	5	1	0	4	-	20.8%	4.5%	0.0%	14.3%	-

District Retention

Educator Retention	20	23	27	25	-	76.9%	92.0%	100.0%	80.6%	-
Teacher Retention	18	21	25	23	-	75.0%	95.5%	100.0%	82.1%	-

Teacher Retention

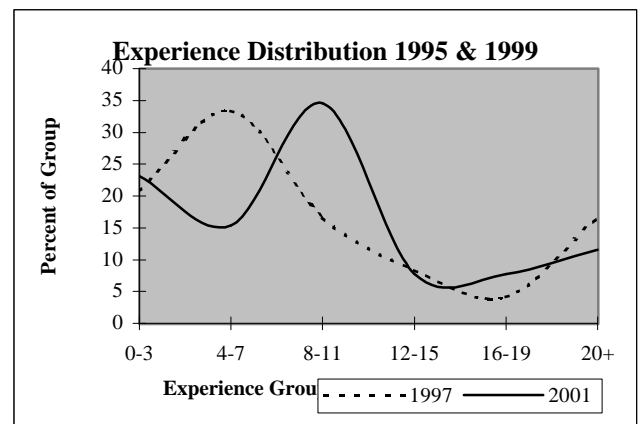
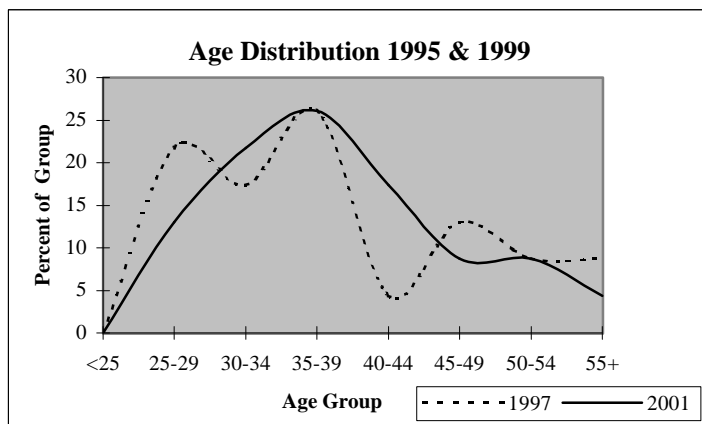
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	57.1%	28.6%	14.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.0%	0.0%	20.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	75.0%	0.0%	25.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.7%	0.0%	8.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.9%	0.0%	11.1%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

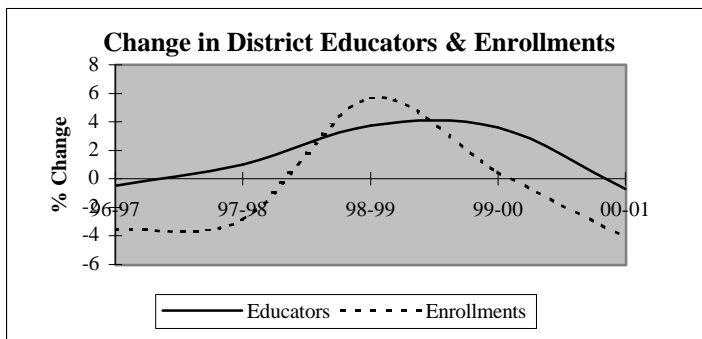
	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	7.7%	15.6%	15.6%	12.9%	20.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	12.5%	15.6%	12.9%	17.2%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	0.0%	0.0%	7.4%	0.0%	3.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	88.0%	81.5%	87.1%	82.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.8%	12.0%	11.1%	12.9%	13.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: CUMBERLAND COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	18.5	17.8	18.1	17.6	17.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.2	20.4	20.5	19.9	19.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	4	15	15	-3	-	-	-	-	-
% Change in Educators	-0.5%	1.0%	3.8%	3.6%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-270	-209	402	39	-308	-	-	-	-	-
% Change in Enrollment:	-3.6%	-2.9%	5.6%	0.5%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.3%	0.5%	0.5%	7.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.0%	4.0%	3.9%	4.2%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.6%	8.8%	7.7%	7.7%	8.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.3%	1.0%	1.0%	1.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	31.3%	31.3%	31.3%	38.9%	47.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.5	43.1	43.4	43.3	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.7	14.4	14.4	14.1	14.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,884	31,847	31,818	33,143	33,131	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.2%	1.2%	1.1%	1.1%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.5%	78.5%	77.9%	79.2%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.0%	9.7%	11.7%	11.1%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.0%	na	0.9%	1.4%	1.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	1.2%	1.0%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

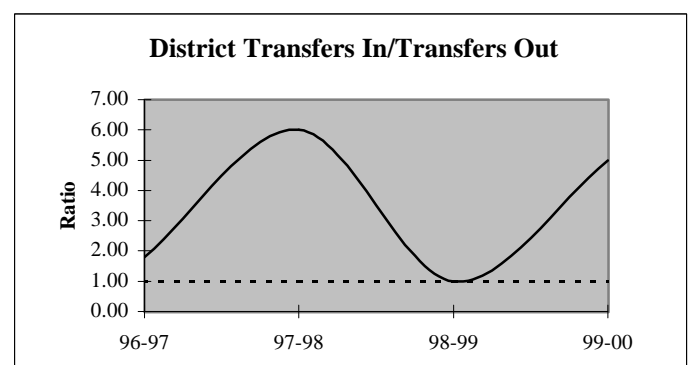
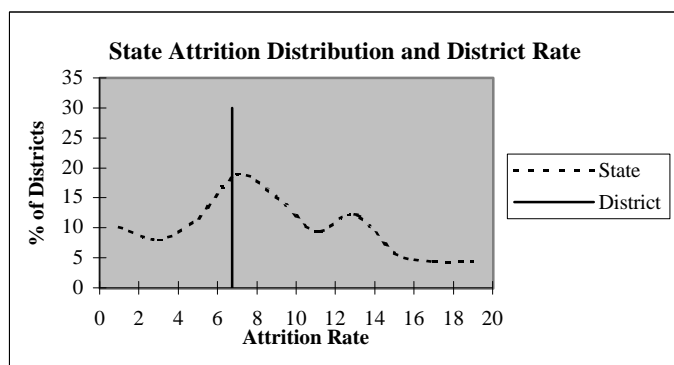
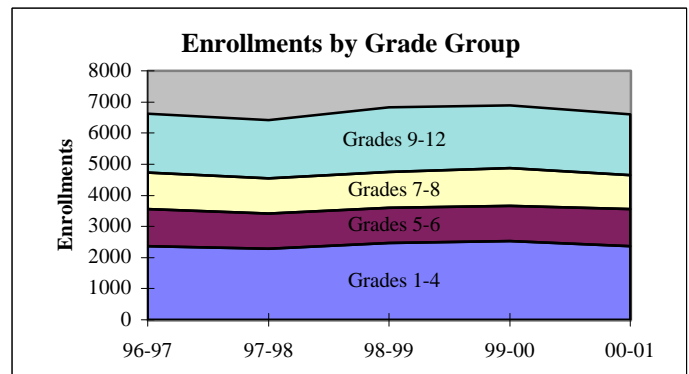
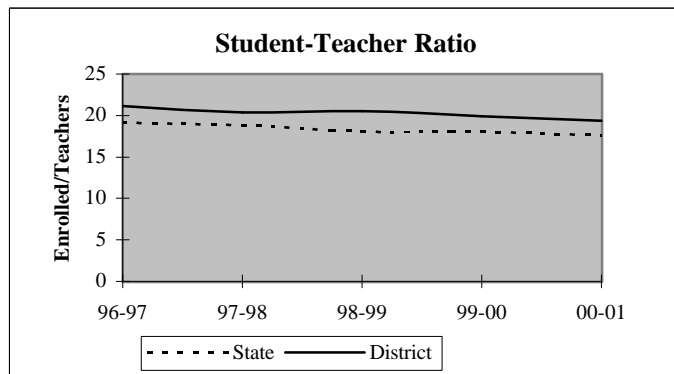
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	396	400	415	430	427	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	365	377	384	387	401	92.2%	94.3%	92.5%	90.0%	93.9%
Newly Hired	31	23	31	43	26	7.8%	5.8%	7.5%	10.0%	6.1%
Transfers In	9	6	3	5	4	29.0%	26.1%	9.7%	11.6%	15.4%
Reentrants	6	8	8	14	14	19.4%	34.8%	25.8%	32.6%	53.8%
First Time Educators	16	9	20	24	8	51.6%	39.1%	64.5%	55.8%	30.8%
Total Exiting Next Year	19	16	28	29	-	4.8%	4.0%	6.7%	6.7%	-
Transfers Out	5	1	3	1	-	26.3%	6.3%	10.7%	3.4%	-
Leave Tennessee Educ.	14	15	25	28	-	73.7%	93.8%	89.3%	96.6%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	4.0%	6.7%	6.7%	-
Transfers In/Out	1.80	6.00	1.00	5.00	-

District Report for: CUMBERLAND COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	396	400	415	430	427	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	16	16	18	17	4.0%	4.0%	3.9%	4.2%	4.0%
Professional Staff	34	35	32	33	36	8.6%	8.8%	7.7%	7.7%	8.4%
Total Teachers	346	349	367	379	374	87.4%	87.3%	88.4%	88.1%	87.6%
Special Education	38	34	43	42	40	11.0%	9.7%	11.7%	11.1%	10.7%
Pre-K & Kindergarten	24	26	26	26	27	6.9%	7.4%	7.1%	6.9%	7.2%
Elementary (1-4)	137	134	137	150	148	39.6%	38.4%	37.3%	39.6%	39.6%
Middle School (5-6)	40	37	40	44	48	11.6%	10.6%	10.9%	11.6%	12.8%
Jr. High (7-8)	32	30	33	31	35	9.2%	8.6%	9.0%	8.2%	9.4%
High School (9-12)	75	88	88	86	76	21.7%	25.2%	24.0%	22.7%	20.3%
Business	4	5	5	5	4	5.3%	5.7%	5.7%	5.8%	5.3%
Language Arts	13	11	12	9	13	17.3%	12.5%	13.6%	10.5%	17.1%
Social Studies	7	8	8	7	10	9.3%	9.1%	9.1%	8.1%	13.2%
Foreign Language	3	4	4	5	5	4.0%	4.5%	4.5%	5.8%	6.6%
Mathematics	10	10	10	13	12	13.3%	11.4%	11.4%	15.1%	15.8%
Science	8	8	7	6	8	10.7%	9.1%	8.0%	7.0%	10.5%
Vocational Education	16	17	17	16	15	21.3%	19.3%	19.3%	18.6%	19.7%
Other High School	14	25	25	25	9	18.7%	28.4%	28.4%	29.1%	11.8%

Total Enrollments	7,326	7,117	7,519	7,558	7,250	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	638	617	594	579	572	8.7%	8.7%	7.9%	7.7%	7.9%
Grades 1-4	2,367	2,287	2,458	2,531	2,366	32.3%	32.1%	32.7%	33.5%	32.6%
Grades 5-6	1,201	1,118	1,138	1,130	1,192	16.4%	15.7%	15.1%	15.0%	16.4%
Grades 7-8	1,159	1,135	1,156	1,203	1,086	15.8%	15.9%	15.4%	15.9%	15.0%
Grades 9-12	1,903	1,876	2,077	2,021	1,957	26.0%	26.4%	27.6%	26.7%	27.0%
Ungraded	58	84	96	94	77	0.8%	1.2%	1.3%	1.2%	1.1%



District Report for: CUMBERLAND COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	16	16	18	17	4.1%	4.1%	4.0%	4.3%	4.1%
White - Females	5	5	5	7	8	31.3%	31.3%	31.3%	38.9%	47.1%
White - Males	11	11	11	11	9	68.8%	68.8%	68.8%	61.1%	52.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	34	34	31	33	36	8.8%	8.7%	7.7%	7.9%	8.7%
White - Females	24	24	21	22	25	70.6%	70.6%	67.7%	66.7%	69.4%
White - Males	9	9	10	11	11	26.5%	26.5%	32.3%	33.3%	30.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	2.9%	2.9%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	338	339	354	366	362	87.1%	87.1%	88.3%	87.8%	87.2%
White - Females	263	261	273	286	283	77.8%	77.0%	77.1%	78.1%	78.2%
White - Males	71	74	77	76	74	21.0%	21.8%	21.8%	20.8%	20.4%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	4	0.9%	0.9%	0.8%	0.8%	1.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	4	5	6	3	1.2%	1.2%	1.4%	1.7%	0.9%
25-29	44	37	41	38	39	13.1%	11.1%	11.8%	10.8%	11.4%
30-34	25	30	35	46	48	7.5%	9.0%	10.1%	13.1%	14.0%
35-39	44	36	28	31	32	13.1%	10.8%	8.1%	8.8%	9.3%
40-45	71	69	59	56	44	21.2%	20.7%	17.1%	16.0%	12.8%
45-49	66	59	73	66	68	19.7%	17.7%	21.1%	18.8%	19.8%
50-54	53	61	62	56	53	15.8%	18.3%	17.9%	16.0%	15.5%
55+	28	37	43	52	56	8.4%	11.1%	12.4%	14.8%	16.3%
Average Age	42.5	43.1	43.4	43.3	43.6					

Experience Distribution

Teachers by Experience

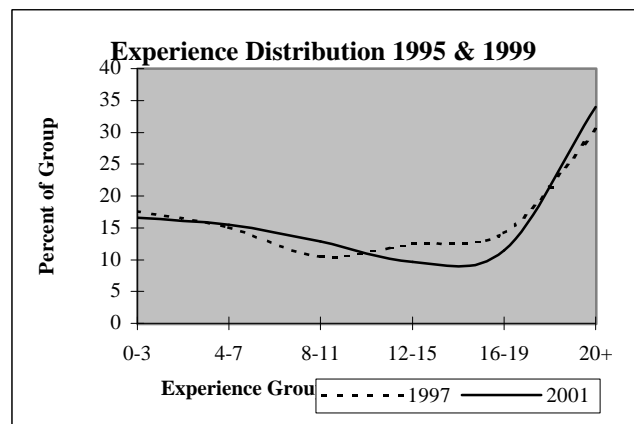
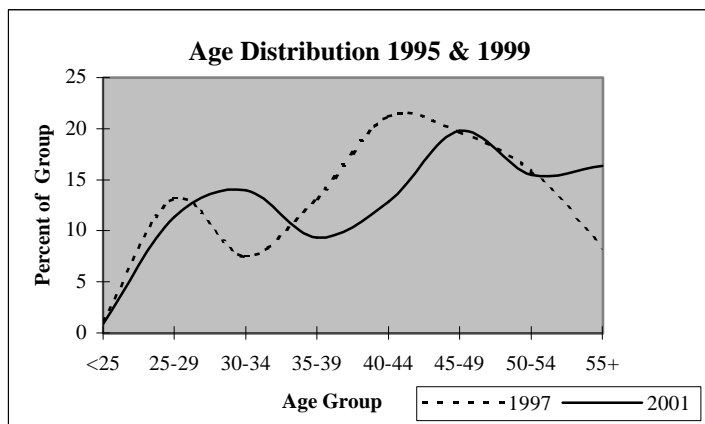
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	61	54	55	70	62	17.6%	15.5%	15.0%	18.5%	16.6%
4-7 Years	52	54	63	63	58	15.0%	15.5%	17.2%	16.6%	15.5%
8-11 Years	36	38	43	38	48	10.4%	10.9%	11.7%	10.0%	12.8%
12-15 Years	43	38	28	33	36	12.4%	10.9%	7.6%	8.7%	9.6%
16-19 Years	49	45	54	51	43	14.2%	12.9%	14.7%	13.5%	11.5%
20+ Years	105	120	124	124	127	30.3%	34.4%	33.8%	32.7%	34.0%
Average Experience	13.7	14.4	14.4	14.1	14.5					

District Report for: CUMBERLAND COUNTY

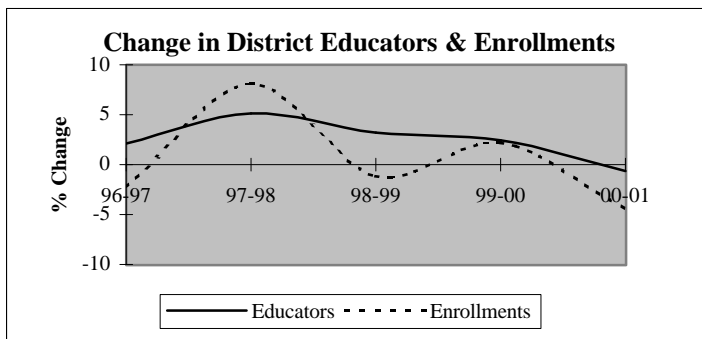
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	19	16	28	29	-	4.8%	4.0%	6.7%	6.7%	-
Attrition from Transfers	5	1	3	1	-	1.3%	0.3%	0.7%	0.2%	-
Attrition from Exits	14	15	25	28	-	3.5%	3.8%	6.0%	6.5%	-
Teacher Attrition	18	11	24	23	-	5.2%	3.2%	6.5%	6.1%	-
Attrition from Transfers	5	1	3	1	-	1.4%	0.3%	0.8%	0.3%	-
Attrition from Exits	13	10	21	22	-	3.8%	2.9%	5.7%	5.8%	-
District Retention										
Educator Retention	377	384	387	401	-	95.2%	96.0%	93.3%	93.3%	-
Teacher Retention	328	338	343	356	-	94.8%	96.8%	93.5%	93.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	87.0%	5.2%	7.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	90.7%	1.3%	8.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.3%	1.4%	12.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.0%	1.3%	8.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.5%	0.0%	4.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.8%	0.0%	6.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.4%	9.0%	12.4%	16.7%	17.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	5.7%	9.2%	9.4%	9.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	1.3%	1.0%	0.7%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.4%	94.3%	92.3%	90.2%	93.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.6%	4.5%	6.7%	9.1%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: DAVIDSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.9	16.4	15.7	15.6	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	18.8	17.9	17.8	17.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	99	243	159	125	-35	-	-	-	-	-
% Change in Educators	2.1%	5.1%	3.2%	2.4%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-1,736	6,102	-937	1,771	-3,652	-	-	-	-	-
% Change in Enrollment:	-2.2%	8.1%	-1.1%	2.2%	-4.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	1.2%	1.3%	1.3%	6.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.8%	3.8%	3.8%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	9.0%	8.5%	8.5%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	23.4%	23.7%	24.5%	25.1%	26.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	35.1%	35.8%	35.6%	38.3%	41.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	52.8%	53.4%	55.4%	57.0%	58.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.5	44.6	44.7	45.0	45.1	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	13.8	13.5	13.3	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	38,087	38,920	40,050	41,455	40,899	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	22.9%	23.2%	24.0%	24.3%	25.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.6%	78.0%	77.4%	77.9%	77.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.2%	13.3%	13.5%	13.0%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	48.9%	na	51.7%	53.8%	55.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.7%	1.8%	3.0%	2.8%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%

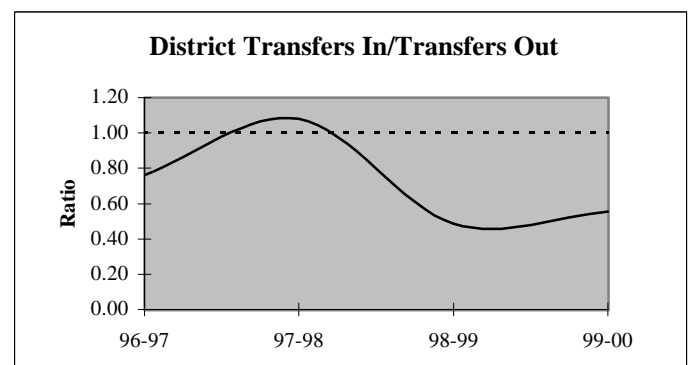
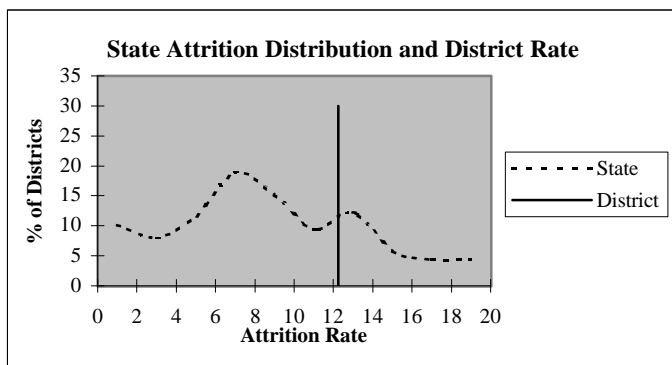
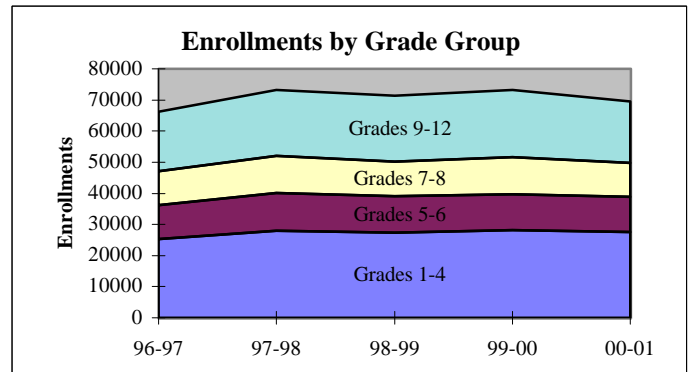
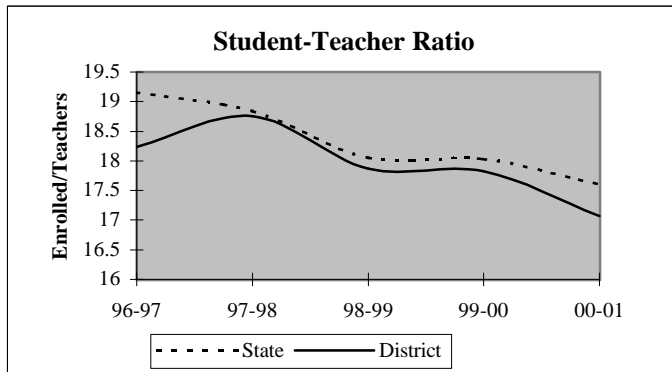
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	4,751	4,994	5,153	5,278	5,243	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4,305	4,333	4,574	4,621	4,632	90.6%	86.8%	88.8%	87.6%	88.3%
Newly Hired	446	661	579	657	611	9.4%	13.2%	11.2%	12.4%	11.7%
Transfers In	32	54	31	45	44	7.2%	8.2%	5.4%	6.8%	7.2%
Reentrants	206	247	214	267	223	46.2%	37.4%	37.0%	40.6%	36.5%
First Time Educators	208	360	334	345	344	46.6%	54.5%	57.7%	52.5%	56.3%
Total Exiting Next Year	418	420	532	646	-	8.8%	8.4%	10.3%	12.2%	-
Transfers Out	42	50	64	81	-	10.0%	11.9%	12.0%	12.5%	-
Leave Tennessee Educ.	376	370	468	565	-	90.0%	88.1%	88.0%	87.5%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.8%	8.4%	10.3%	12.2%	-
Transfers In/Out	0.76	1.08	0.48	0.56	-

District Report for: DAVIDSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	4,751	4,994	5,153	5,278	5,243	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	195	191	195	200	189	4.1%	3.8%	3.8%	3.8%	3.6%
Professional Staff	412	448	438	448	433	8.7%	9.0%	8.5%	8.5%	8.3%
Total Teachers	4,144	4,355	4,520	4,630	4,621	87.2%	87.2%	87.7%	87.7%	88.1%
Special Education	590	579	611	604	645	14.2%	13.3%	13.5%	13.0%	14.0%
Pre-K & Kindergarten	366	356	365	387	385	8.8%	8.2%	8.1%	8.4%	8.3%
Elementary (1-4)	1,357	1,595	1,684	1,755	1,705	32.7%	36.6%	37.3%	37.9%	36.9%
Middle School (5-6)	395	404	427	457	467	9.5%	9.3%	9.4%	9.9%	10.1%
Jr. High (7-8)	527	532	519	468	424	12.7%	12.2%	11.5%	10.1%	9.2%
High School (9-12)	909	889	914	959	995	21.9%	20.4%	20.2%	20.7%	21.5%
Business	13	16	18	21	20	1.4%	1.8%	2.0%	2.2%	2.0%
Language Arts	130	122	127	129	125	14.3%	13.7%	13.9%	13.5%	12.6%
Social Studies	99	88	96	89	84	10.9%	9.9%	10.5%	9.3%	8.4%
Foreign Language	65	49	58	66	62	7.2%	5.5%	6.3%	6.9%	6.2%
Mathematics	109	94	110	115	111	12.0%	10.6%	12.0%	12.0%	11.2%
Science	103	93	100	107	100	11.3%	10.5%	10.9%	11.2%	10.1%
Vocational Education	136	134	130	130	122	15.0%	15.1%	14.2%	13.6%	12.3%
Other High School	254	293	275	302	371	27.9%	33.0%	30.1%	31.5%	37.3%

Total Enrollments	75,585	81,687	80,750	82,521	78,869	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6,971	7,040	6,909	7,095	6,963	9.2%	8.6%	8.6%	8.6%	8.8%
Grades 1-4	25,276	28,001	27,406	28,114	27,502	33.4%	34.3%	33.9%	34.1%	34.9%
Grades 5-6	11,018	12,055	11,675	11,673	11,389	14.6%	14.8%	14.5%	14.1%	14.4%
Grades 7-8	10,849	11,982	11,103	11,900	10,795	14.4%	14.7%	13.7%	14.4%	13.7%
Grades 9-12	19,089	21,144	21,207	21,451	19,888	25.3%	25.9%	26.3%	26.0%	25.2%
Ungraded	2,382	1,465	2,450	2,288	2,332	3.2%	1.8%	3.0%	2.8%	3.0%



District Report for: DAVIDSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	191	187	191	196	185	4.2%	4.0%	4.0%	4.0%	3.8%
White - Females	60	58	61	62	56	31.4%	31.0%	31.9%	31.6%	30.3%
White - Males	64	62	62	59	53	33.5%	33.2%	32.5%	30.1%	28.6%
Black - Females	42	43	45	49	52	22.0%	23.0%	23.6%	25.0%	28.1%
Black - Males	25	24	22	24	23	13.1%	12.8%	11.5%	12.2%	12.4%
Other - Females	0	0	1	2	1	0.0%	0.0%	0.5%	1.0%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	387	417	404	412	395	8.6%	8.9%	8.5%	8.5%	8.2%
White - Females	247	264	250	249	233	63.8%	63.3%	61.9%	60.4%	59.0%
White - Males	56	54	53	50	47	14.5%	12.9%	13.1%	12.1%	11.9%
Black - Females	78	89	91	100	104	20.2%	21.3%	22.5%	24.3%	26.3%
Black - Males	5	8	7	9	7	1.3%	1.9%	1.7%	2.2%	1.8%
Other - Females	1	1	2	3	3	0.3%	0.2%	0.5%	0.7%	0.8%
Other - Males	0	1	1	1	1	0.0%	0.2%	0.2%	0.2%	0.3%
Teachers	3,923	4,062	4,171	4,247	4,233	87.2%	87.1%	87.5%	87.5%	87.9%
White - Females	2,390	2,482	2,512	2,579	2,512	60.9%	61.1%	60.2%	60.7%	59.3%
White - Males	633	639	659	638	636	16.1%	15.7%	15.8%	15.0%	15.0%
Black - Females	709	724	761	777	814	18.1%	17.8%	18.2%	18.3%	19.2%
Black - Males	165	189	206	219	229	4.2%	4.7%	4.9%	5.2%	5.4%
Other - Females	19	21	26	28	35	0.5%	0.5%	0.6%	0.7%	0.8%
Other - Males	7	7	7	6	7	0.2%	0.2%	0.2%	0.1%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	30	36	32	36	46	0.8%	1.0%	0.9%	1.0%	1.4%
25-29	312	298	324	311	300	8.7%	8.4%	9.1%	8.9%	8.8%
30-34	329	346	352	352	336	9.2%	9.7%	9.8%	10.0%	9.9%
35-39	367	388	391	343	334	10.2%	10.9%	10.9%	9.8%	9.8%
40-45	554	472	450	434	396	15.4%	13.3%	12.6%	12.4%	11.7%
45-49	822	771	719	653	587	22.9%	21.7%	20.1%	18.6%	17.3%
50-54	685	707	755	832	793	19.1%	19.9%	21.1%	23.7%	23.4%
55+	494	535	556	550	601	13.7%	15.1%	15.5%	15.7%	17.7%
Average Age	44.5	44.6	44.7	45.0	45.1					

Experience Distribution

Teachers by Experience

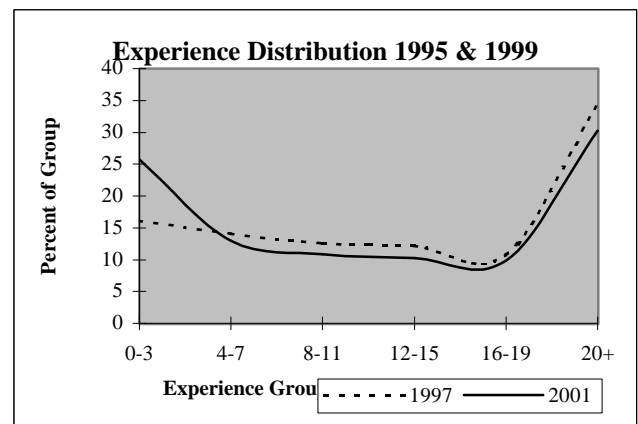
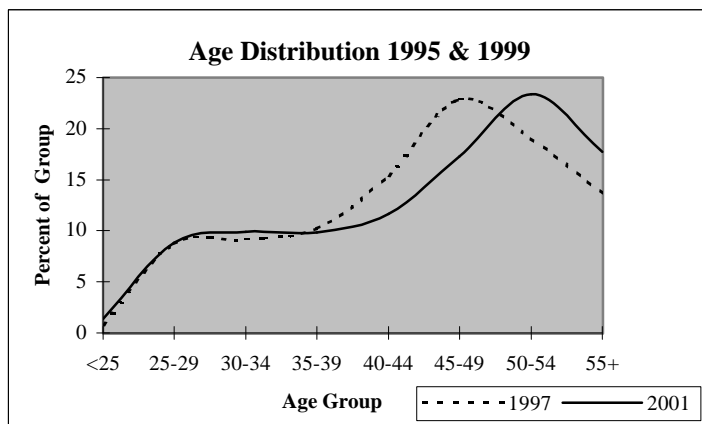
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	667	873	1,015	1,159	1,189	16.1%	20.0%	22.5%	25.0%	25.7%
4-7 Years	581	654	674	625	601	14.0%	15.0%	14.9%	13.5%	13.0%
8-11 Years	521	489	457	464	502	12.6%	11.2%	10.1%	10.0%	10.9%
12-15 Years	503	515	522	515	475	12.1%	11.8%	11.5%	11.1%	10.3%
16-19 Years	446	415	414	415	457	10.8%	9.5%	9.2%	9.0%	9.9%
20+ Years	1,426	1,409	1,438	1,450	1,395	34.4%	32.4%	31.8%	31.3%	30.2%
Average Experience	14.5	13.8	13.5	13.3	13.2					

District Report for: DAVIDSON COUNTY

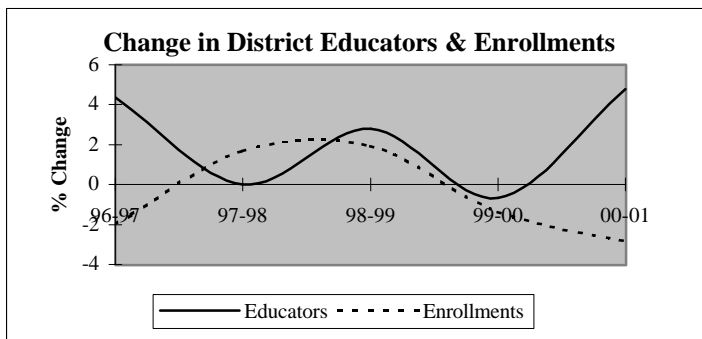
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	418	420	532	646	-	8.8%	8.4%	10.3%	12.2%	-
Attrition from Transfers	42	50	64	81	-	0.9%	1.0%	1.2%	1.5%	-
Attrition from Exits	376	370	468	565	-	7.9%	7.4%	9.1%	10.7%	-
Teacher Attrition	372	379	478	580	-	9.0%	8.7%	10.6%	12.5%	-
Attrition from Transfers	38	46	58	74	-	0.9%	1.1%	1.3%	1.6%	-
Attrition from Exits	334	333	420	506	-	8.1%	7.6%	9.3%	10.9%	-
District Retention										
Educator Retention	4,333	4,574	4,621	4,632	-	91.2%	91.6%	89.7%	87.8%	-
Teacher Retention	3,772	3,976	4,042	4,050	-	91.0%	91.3%	89.4%	87.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.2%	2.2%	16.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.8%	2.2%	14.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	84.4%	2.5%	13.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.7%	2.7%	11.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.7%	1.8%	11.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	85.9%	2.5%	11.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.7%	12.8%	17.0%	19.3%	19.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.0%	7.4%	9.7%	8.5%	8.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.3%	1.1%	1.0%	1.3%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.3%	86.3%	88.2%	86.3%	87.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.2%	0.0%	0.4%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.1%	12.5%	10.8%	12.0%	11.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: DECATUR COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	12.9	13.1	13.0	12.9	12.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.4	15.4	15.2	15.5	14.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	6	0	4	-1	7	-	-	-	-	-
% Change in Educators	4.4%	0.0%	2.8%	-0.7%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-37	31	36	-26	-54	-	-	-	-	-
% Change in Enrollment:	-2.0%	1.7%	1.9%	-1.4%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.4%	1.4%	0.7%	1.4%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	3.5%	3.4%	4.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.2%	11.2%	10.9%	12.3%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	1.4%	1.4%	2.2%	2.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	14.3%	40.0%	40.0%	33.3%	12.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.5	43.0	43.4	44.7	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.4	13.8	14.0	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,565	30,069	31,692	32,464	32,373	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	1.7%	1.7%	2.7%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	67.5%	68.9%	69.8%	68.0%	68.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.5%	12.3%	13.5%	11.5%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.0%	na	6.1%	6.5%	7.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	0.7%	1.3%	0.6%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%

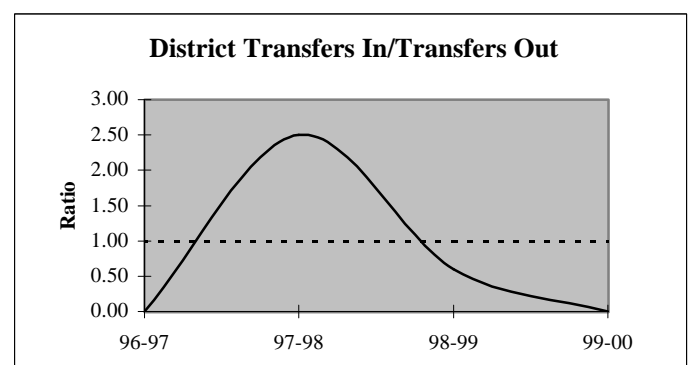
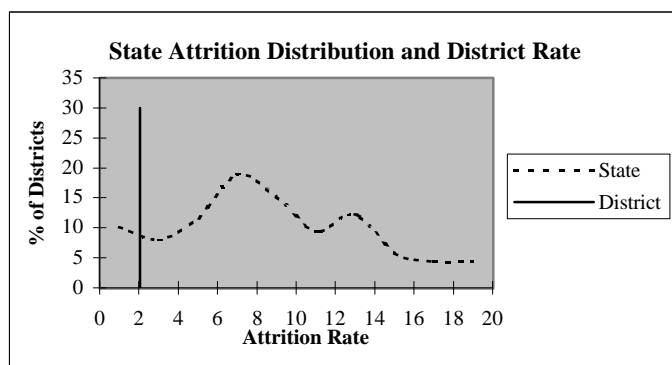
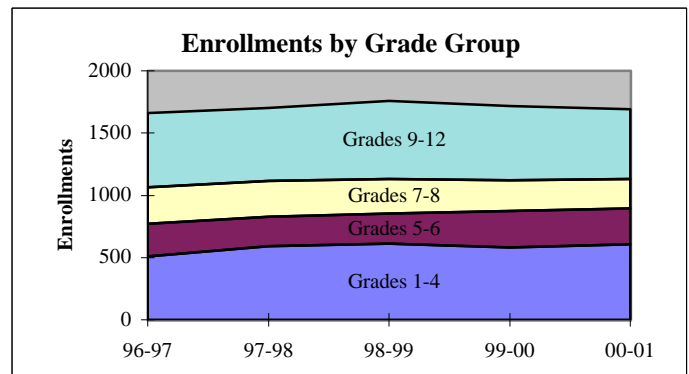
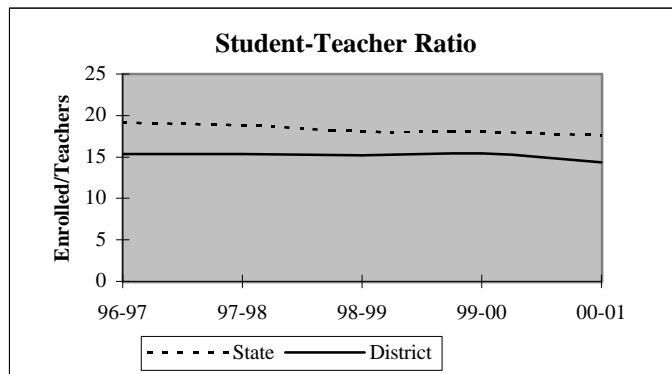
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	143	143	147	146	153	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	130	128	137	131	143	90.9%	89.5%	93.2%	89.7%	93.5%
Newly Hired	13	15	10	15	10	9.1%	10.5%	6.8%	10.3%	6.5%
Transfers In	0	5	3	2	2	0.0%	33.3%	30.0%	13.3%	20.0%
Reentrants	6	1	2	6	3	46.2%	6.7%	20.0%	40.0%	30.0%
First Time Educators	7	9	5	7	5	53.8%	60.0%	50.0%	46.7%	50.0%
Total Exiting Next Year	15	6	16	3	-	10.5%	4.2%	10.9%	2.1%	-
Transfers Out	6	2	5	0	-	40.0%	33.3%	31.3%	0.0%	-
Leave Tennessee Educ.	9	4	11	3	-	60.0%	66.7%	68.8%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	4.2%	10.9%	2.1%	-
Transfers In/Out	0.00	2.50	0.60	nc	-

District Report for: DECATUR COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	143	143	147	146	153	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	5	5	6	8	4.9%	3.5%	3.4%	4.1%	5.2%
Professional Staff	16	16	16	18	17	11.2%	11.2%	10.9%	12.3%	11.1%
Total Teachers	120	122	126	122	128	83.9%	85.3%	85.7%	83.6%	83.7%
Special Education	15	15	17	14	15	12.5%	12.3%	13.5%	11.5%	11.7%
Pre-K & Kindergarten	5	5	5	10	8	4.2%	4.1%	4.0%	8.2%	6.3%
Elementary (1-4)	42	44	46	41	42	35.0%	36.1%	36.5%	33.6%	32.8%
Middle School (5-6)	12	13	11	12	13	10.0%	10.7%	8.7%	9.8%	10.2%
Jr. High (7-8)	15	10	11	10	12	12.5%	8.2%	8.7%	8.2%	9.4%
High School (9-12)	31	35	36	35	38	25.8%	28.7%	28.6%	28.7%	29.7%
Business	0	1	1	1	1	0.0%	2.9%	2.8%	2.9%	2.6%
Language Arts	3	4	4	6	6	9.7%	11.4%	11.1%	17.1%	15.8%
Social Studies	4	4	4	4	4	12.9%	11.4%	11.1%	11.4%	10.5%
Foreign Language	1	1	1	0	0	3.2%	2.9%	2.8%	0.0%	0.0%
Mathematics	4	5	4	3	4	12.9%	14.3%	11.1%	8.6%	10.5%
Science	2	3	3	2	3	6.5%	8.6%	8.3%	5.7%	7.9%
Vocational Education	10	10	11	13	13	32.3%	28.6%	30.6%	37.1%	34.2%
Other High School	7	7	8	6	7	22.6%	20.0%	22.2%	17.1%	18.4%

Total Enrollments	1,846	1,877	1,913	1,887	1,833	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	165	162	144	161	131	8.9%	8.6%	7.5%	8.5%	7.1%
Grades 1-4	510	591	613	583	605	27.6%	31.5%	32.0%	30.9%	33.0%
Grades 5-6	260	237	238	293	292	14.1%	12.6%	12.4%	15.5%	15.9%
Grades 7-8	293	290	281	245	235	15.9%	15.5%	14.7%	13.0%	12.8%
Grades 9-12	596	584	626	594	562	32.3%	31.1%	32.7%	31.5%	30.7%
Ungraded	22	13	11	11	8	1.2%	0.7%	0.6%	0.6%	0.4%



District Report for: DECATUR COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	5	5	6	8	5.1%	3.6%	3.5%	4.4%	5.6%
White - Females	1	2	2	2	1	14.3%	40.0%	40.0%	33.3%	12.5%
White - Males	6	3	3	4	7	85.7%	60.0%	60.0%	66.7%	87.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	16	16	18	16	11.7%	11.5%	11.3%	13.2%	11.3%
White - Females	14	14	14	15	15	87.5%	87.5%	87.5%	83.3%	93.8%
White - Males	2	2	2	3	1	12.5%	12.5%	12.5%	16.7%	6.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	114	118	120	112	118	83.2%	84.9%	85.1%	82.4%	83.1%
White - Females	75	79	82	76	80	65.8%	66.9%	68.3%	67.9%	67.8%
White - Males	37	37	36	33	35	32.5%	31.4%	30.0%	29.5%	29.7%
Black - Females	2	2	2	2	2	1.8%	1.7%	1.7%	1.8%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.9%	0.8%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	2	2	0	2	0.0%	1.9%	1.9%	0.0%	2.0%
25-29	12	10	10	6	2	11.1%	9.4%	9.3%	6.3%	2.0%
30-34	12	12	13	12	12	11.1%	11.3%	12.1%	12.5%	12.1%
35-39	24	16	14	15	14	22.2%	15.1%	13.1%	15.6%	14.1%
40-45	8	15	14	13	18	7.4%	14.2%	13.1%	13.5%	18.2%
45-49	24	22	17	13	12	22.2%	20.8%	15.9%	13.5%	12.1%
50-54	16	17	24	20	19	14.8%	16.0%	22.4%	20.8%	19.2%
55+	12	12	13	17	20	11.1%	11.3%	12.1%	17.7%	20.2%
Average Age	42.5	43.0	43.4	44.7	45.2					

Experience Distribution

Teachers by Experience

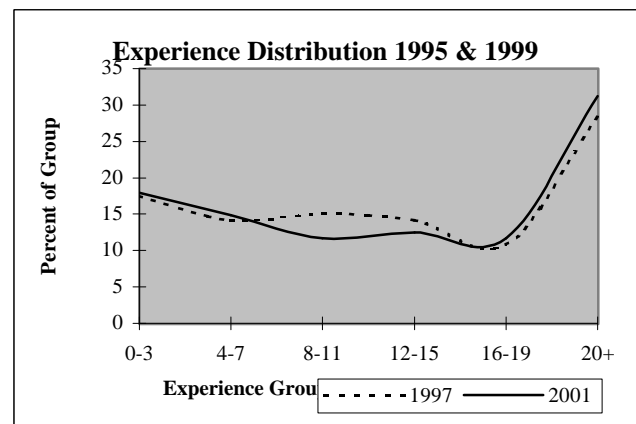
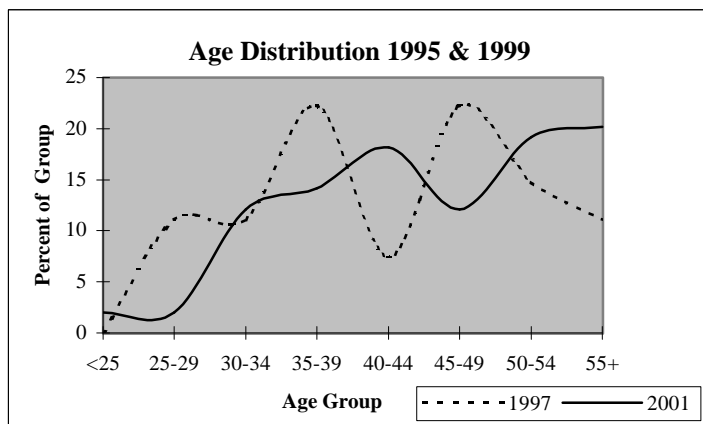
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	21	24	24	21	23	17.5%	19.7%	19.0%	17.2%	18.0%
4-7 Years	17	18	18	22	19	14.2%	14.8%	14.3%	18.0%	14.8%
8-11 Years	18	12	13	14	15	15.0%	9.8%	10.3%	11.5%	11.7%
12-15 Years	17	21	19	12	16	14.2%	17.2%	15.1%	9.8%	12.5%
16-19 Years	13	10	14	16	15	10.8%	8.2%	11.1%	13.1%	11.7%
20+ Years	34	37	38	37	40	28.3%	30.3%	30.2%	30.3%	31.3%
Average Experience	13.3	13.4	13.8	14.0	14.3					

District Report for: DECATUR COUNTY

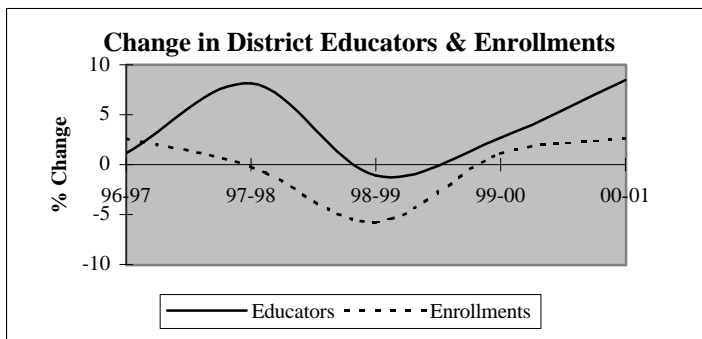
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	15	6	16	3	-	10.5%	4.2%	10.9%	2.1%	-
Attrition from Transfers	6	2	5	0	-	4.2%	1.4%	3.4%	0.0%	-
Attrition from Exits	9	4	11	3	-	6.3%	2.8%	7.5%	2.1%	-
Teacher Attrition	13	6	14	2	-	10.8%	4.9%	11.1%	1.6%	-
Attrition from Transfers	5	2	5	0	-	4.2%	1.6%	4.0%	0.0%	-
Attrition from Exits	8	4	9	2	-	6.7%	3.3%	7.1%	1.6%	-
District Retention										
Educator Retention	128	137	131	143	-	89.5%	95.8%	89.1%	97.9%	-
Teacher Retention	107	116	112	120	-	89.2%	95.1%	88.9%	98.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.1%	10.3%	7.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.7%	0.0%	14.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	96.3%	0.0%	3.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	81.5%	3.7%	14.8%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	80.8%	3.8%	15.4%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	9.9%	13.9%	14.8%	16.3%	17.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.0%	9.6%	9.7%	8.2%	7.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	0.7%	2.7%	1.4%	2.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.5%	92.3%	92.5%	89.0%	92.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.1%	7.0%	4.8%	9.6%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: DEKALB COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	15.6	14.9	14.7	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.0	18.4	17.6	17.2	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	14	-2	5	16	-	-	-	-	-
% Change in Educators	1.2%	8.1%	-1.1%	2.7%	8.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	74	-5	-167	30	73	-	-	-	-	-
% Change in Enrollment:	2.6%	-0.2%	-5.7%	1.1%	2.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.3%	4.3%	4.2%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.5%	10.8%	10.9%	10.6%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.6%	1.1%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	37.5%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.2	41.2	42.0	41.9	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	13.0	13.4	13.2	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,127	29,446	30,858	31,714	30,581	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.7%	1.3%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.7%	77.2%	78.8%	78.9%	80.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	9.5%	9.6%	10.6%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.2%	na	3.4%	4.2%	4.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.4%	0.1%	0.6%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

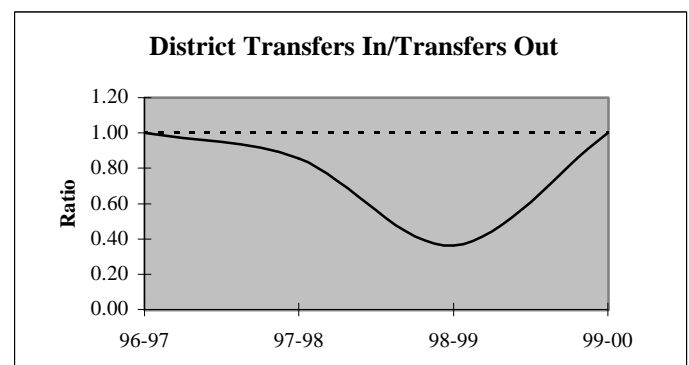
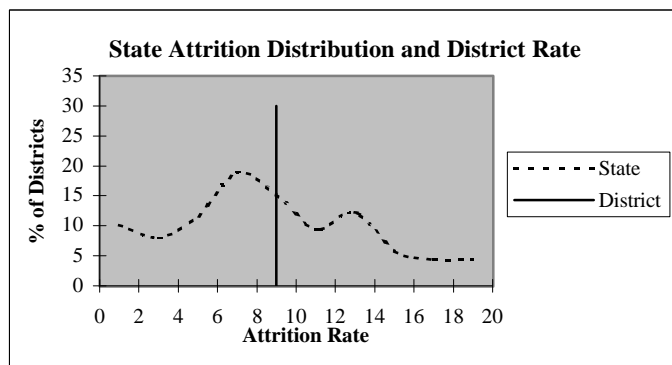
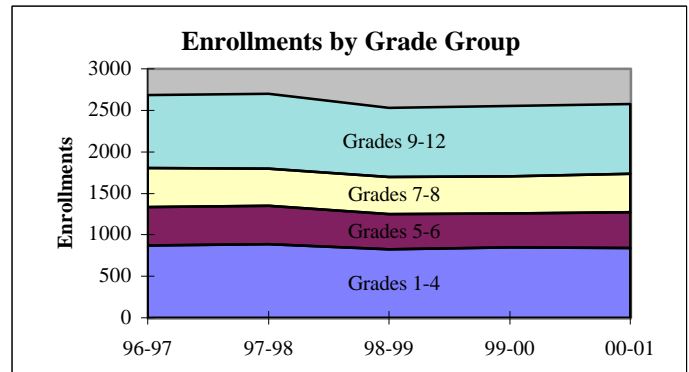
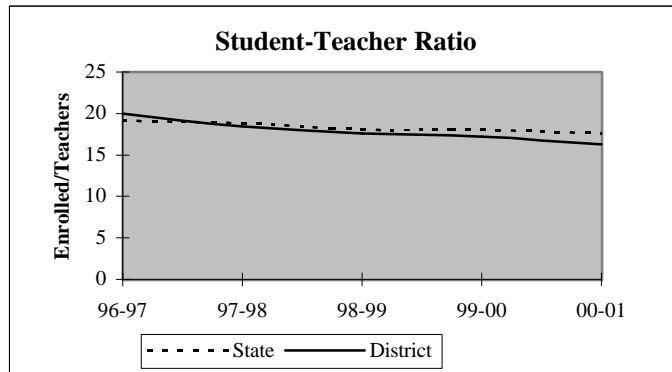
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	172	186	184	189	205	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	153	162	169	162	172	89.0%	87.1%	91.8%	85.7%	83.9%
Newly Hired	19	24	15	27	33	11.0%	12.9%	8.2%	14.3%	16.1%
Transfers In	6	6	4	4	2	31.6%	25.0%	26.7%	14.8%	6.1%
Reentrants	0	9	6	6	13	0.0%	37.5%	40.0%	22.2%	39.4%
First Time Educators	13	9	5	17	18	68.4%	37.5%	33.3%	63.0%	54.5%
Total Exiting Next Year	10	17	22	17	-	5.8%	9.1%	12.0%	9.0%	-
Transfers Out	6	7	11	4	-	60.0%	41.2%	50.0%	23.5%	-
Leave Tennessee Educ.	4	10	11	13	-	40.0%	58.8%	50.0%	76.5%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.8%	9.1%	12.0%	9.0%	-
Transfers In/Out	1.00	0.86	0.36	1.00	-

District Report for: DEKALB COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	172	186	184	189	205	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	8	8	8	4.7%	4.3%	4.3%	4.2%	3.9%
Professional Staff	18	20	20	20	22	10.5%	10.8%	10.9%	10.6%	10.7%
Total Teachers	146	158	156	161	175	84.9%	84.9%	84.8%	85.2%	85.4%
Special Education	15	15	15	17	20	10.3%	9.5%	9.6%	10.6%	11.4%
Pre-K & Kindergarten	9	9	9	9	13	6.2%	5.7%	5.8%	5.6%	7.4%
Elementary (1-4)	53	59	59	63	66	36.3%	37.3%	37.8%	39.1%	37.7%
Middle School (5-6)	15	17	16	16	16	10.3%	10.8%	10.3%	9.9%	9.1%
Jr. High (7-8)	16	16	16	16	19	11.0%	10.1%	10.3%	9.9%	10.9%
High School (9-12)	38	42	41	40	41	26.0%	26.6%	26.3%	24.8%	23.4%
Business	3	3	3	3	3	7.9%	7.1%	7.3%	7.5%	7.3%
Language Arts	5	5	5	5	6	13.2%	11.9%	12.2%	12.5%	14.6%
Social Studies	5	5	6	4	3	13.2%	11.9%	14.6%	10.0%	7.3%
Foreign Language	2	2	2	2	1	5.3%	4.8%	4.9%	5.0%	2.4%
Mathematics	4	4	4	5	5	10.5%	9.5%	9.8%	12.5%	12.2%
Science	2	3	4	4	4	5.3%	7.1%	9.8%	10.0%	9.8%
Vocational Education	8	10	10	9	9	21.1%	23.8%	24.4%	22.5%	22.0%
Other High School	9	10	7	8	10	23.7%	23.8%	17.1%	20.0%	24.4%

Total Enrollments	2,914	2,909	2,742	2,772	2,845	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	206	199	202	201	237	7.1%	6.8%	7.4%	7.3%	8.3%
Grades 1-4	872	890	829	848	844	29.9%	30.6%	30.2%	30.6%	29.7%
Grades 5-6	466	459	419	410	427	16.0%	15.8%	15.3%	14.8%	15.0%
Grades 7-8	464	445	451	445	461	15.9%	15.3%	16.4%	16.1%	16.2%
Grades 9-12	880	905	828	851	845	30.2%	31.1%	30.2%	30.7%	29.7%
Ungraded	26	11	13	17	31	0.9%	0.4%	0.5%	0.6%	1.1%



District Report for: DEKALB COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	8	8	8	8	8	4.7%	4.5%	4.5%	4.4%	4.1%
White - Females	2	2	2	3	2	25.0%	25.0%	25.0%	37.5%	25.0%
White - Males	6	6	6	5	6	75.0%	75.0%	75.0%	62.5%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	20	20	20	21	10.7%	11.2%	11.2%	10.9%	10.7%
White - Females	16	17	16	15	15	88.9%	85.0%	80.0%	75.0%	71.4%
White - Males	2	3	4	5	6	11.1%	15.0%	20.0%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	143	151	150	155	167	84.6%	84.4%	84.3%	84.7%	85.2%
White - Females	109	118	119	124	136	76.2%	78.1%	79.3%	80.0%	81.4%
White - Males	34	33	30	29	29	23.8%	21.9%	20.0%	18.7%	17.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	2	2	0.0%	0.0%	0.7%	1.3%	1.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	5	3	7	9	4.3%	3.5%	2.1%	4.8%	5.8%
25-29	24	26	20	20	26	17.4%	18.3%	14.0%	13.8%	16.9%
30-34	14	19	20	17	18	10.1%	13.4%	14.0%	11.7%	11.7%
35-39	12	12	18	20	17	8.7%	8.5%	12.6%	13.8%	11.0%
40-45	25	20	17	16	15	18.1%	14.1%	11.9%	11.0%	9.7%
45-49	23	22	27	23	22	16.7%	15.5%	18.9%	15.9%	14.3%
50-54	20	23	19	20	23	14.5%	16.2%	13.3%	13.8%	14.9%
55+	14	15	19	22	24	10.1%	10.6%	13.3%	15.2%	15.6%
Average Age	41.2	41.2	42.0	41.9	41.5					

Experience Distribution

Teachers by Experience

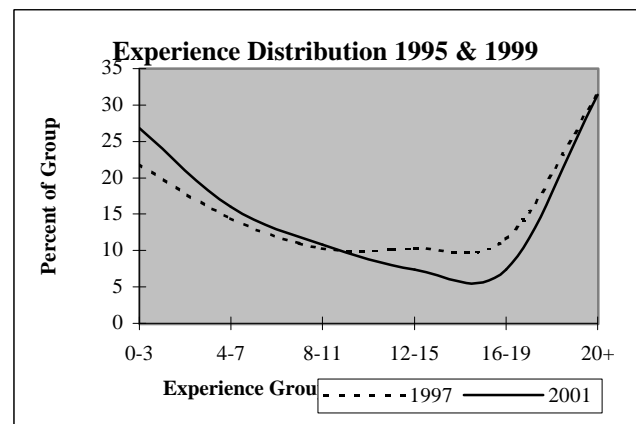
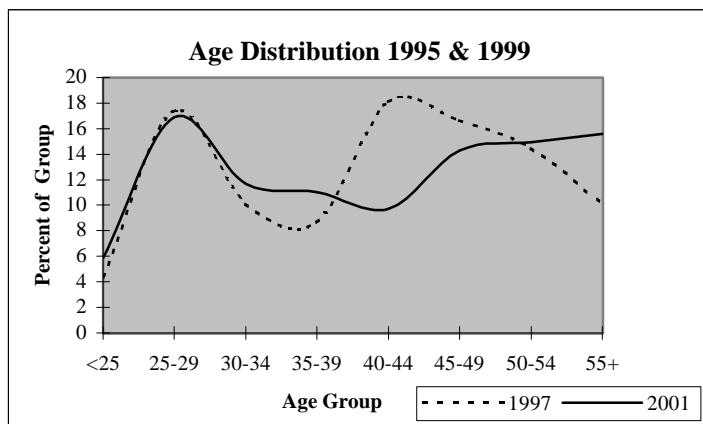
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	32	38	32	38	47	21.9%	24.1%	20.5%	23.6%	26.9%
4-7 Years	21	27	29	29	28	14.4%	17.1%	18.6%	18.0%	16.0%
8-11 Years	15	15	18	14	19	10.3%	9.5%	11.5%	8.7%	10.9%
12-15 Years	15	12	13	14	13	10.3%	7.6%	8.3%	8.7%	7.4%
16-19 Years	17	16	13	12	13	11.6%	10.1%	8.3%	7.5%	7.4%
20+ Years	46	50	51	54	55	31.5%	31.6%	32.7%	33.5%	31.4%
Average Experience	13.1	13.0	13.4	13.2	12.6					

District Report for: DEKALB COUNTY

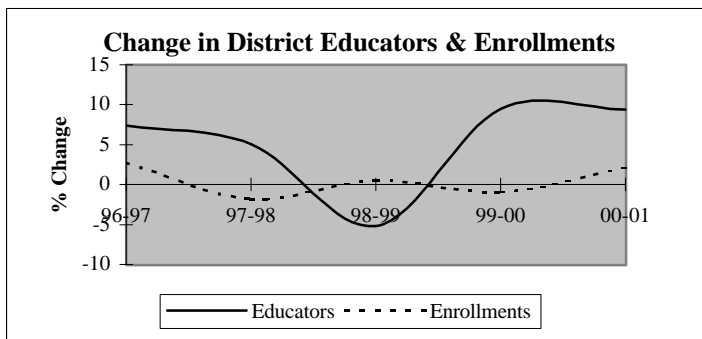
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	10	17	22	17	-	5.8%	9.1%	12.0%	9.0%	-
Attrition from Transfers	6	7	11	4	-	3.5%	3.8%	6.0%	2.1%	-
Attrition from Exits	4	10	11	13	-	2.3%	5.4%	6.0%	6.9%	-
Teacher Attrition	10	13	18	13	-	6.8%	8.2%	11.5%	8.1%	-
Attrition from Transfers	6	6	7	3	-	4.1%	3.8%	4.5%	1.9%	-
Attrition from Exits	4	7	11	10	-	2.7%	4.4%	7.1%	6.2%	-
District Retention										
Educator Retention	162	169	162	172	-	94.2%	90.9%	88.0%	91.0%	-
Teacher Retention	136	145	138	148	-	93.2%	91.8%	88.5%	91.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.7%	6.1%	8.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	75.6%	7.3%	17.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.4%	2.9%	5.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	84.1%	9.1%	6.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	85.7%	5.7%	8.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.2%	8.8%	2.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.9%	16.1%	17.6%	21.6%	24.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.3%	9.9%	12.5%	8.9%	10.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.3%	1.1%	1.1%	1.1%	2.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.1%	89.2%	92.4%	86.8%	82.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.6%	9.7%	6.5%	12.2%	15.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: DICKSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.6	15.5	16.4	14.9	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.3	18.0	19.2	17.4	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	35	26	-28	48	52	-	-	-	-	-
% Change in Educators	7.4%	5.1%	-5.2%	9.4%	9.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	229	-158	41	-77	174	-	-	-	-	-
% Change in Enrollment:	2.8%	-1.9%	0.5%	-0.9%	2.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.4%	1.2%	1.4%	9.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.7%	5.3%	5.0%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.1%	9.3%	9.4%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	3.2%	3.1%	3.1%	3.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	8.7%	8.0%	3.7%	3.6%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	39.1%	36.0%	51.9%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.5	41.8	42.3	42.0	42.5	43.3	43.5	43.6	43.7	43.9
Average Experience	12.4	12.0	12.8	12.2	12.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,309	30,127	32,527	33,173	33,309	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	3.0%	3.4%	3.3%	3.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.3%	78.8%	78.6%	77.3%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.0%	12.6%	10.8%	12.0%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	7.2%	na	7.3%	7.4%	7.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	2.3%	1.8%	2.0%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

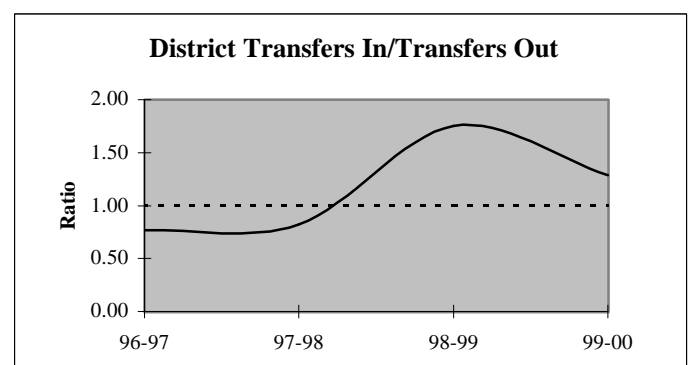
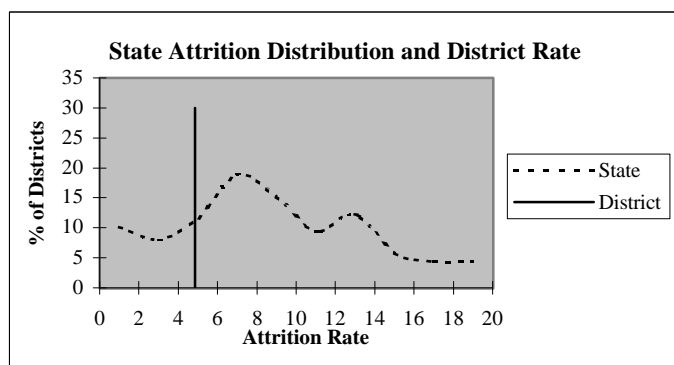
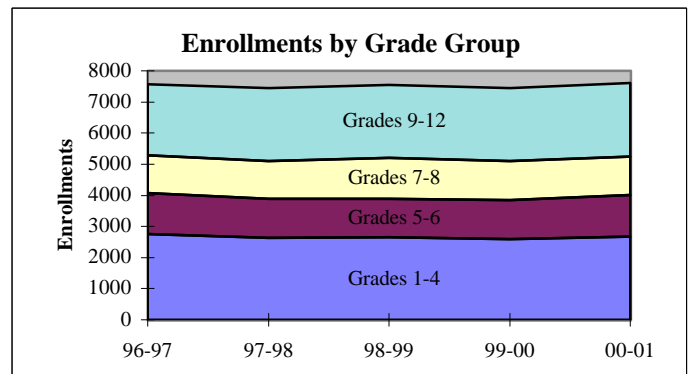
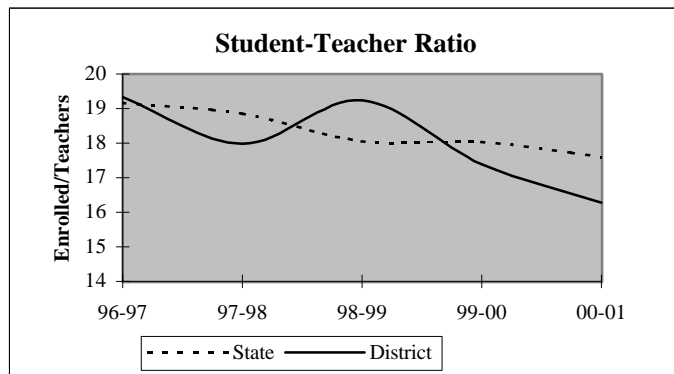
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	510	536	508	556	608	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	457	460	458	475	529	89.6%	85.8%	90.2%	85.4%	87.0%
Newly Hired	53	76	50	81	79	10.4%	14.2%	9.8%	14.6%	13.0%
Transfers In	10	14	7	9	15	18.9%	18.4%	14.0%	11.1%	19.0%
Reentrants	15	24	22	35	32	28.3%	31.6%	44.0%	43.2%	40.5%
First Time Educators	28	38	21	37	32	52.8%	50.0%	42.0%	45.7%	40.5%
Total Exiting Next Year	50	78	33	27	-	9.8%	14.6%	6.5%	4.9%	-
Transfers Out	13	17	4	7	-	26.0%	21.8%	12.1%	25.9%	-
Leave Tennessee Educ.	37	61	29	20	-	74.0%	78.2%	87.9%	74.1%	-

Dynamics Rates					
District Rates					
District Attrition	9.8%	14.6%	6.5%	4.9%	-
Transfers In/Out	0.77	0.82	1.75	1.29	-

District Report for: DICKSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	510	536	508	556	608	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	25	27	28	30	4.5%	4.7%	5.3%	5.0%	4.9%
Professional Staff	49	49	47	52	59	9.6%	9.1%	9.3%	9.4%	9.7%
Total Teachers	438	462	434	476	519	85.9%	86.2%	85.4%	85.6%	85.4%
Special Education	57	58	47	57	56	13.0%	12.6%	10.8%	12.0%	10.8%
Pre-K & Kindergarten	34	33	28	34	34	7.8%	7.1%	6.5%	7.1%	6.6%
Elementary (1-4)	135	145	143	149	170	30.8%	31.4%	32.9%	31.3%	32.8%
Middle School (5-6)	53	58	54	54	73	12.1%	12.6%	12.4%	11.3%	14.1%
Jr. High (7-8)	50	56	58	67	66	11.4%	12.1%	13.4%	14.1%	12.7%
High School (9-12)	109	112	104	115	120	24.9%	24.2%	24.0%	24.2%	23.1%
Business	5	5	5	9	9	4.6%	4.5%	4.8%	7.8%	7.5%
Language Arts	13	13	13	17	16	11.9%	11.6%	12.5%	14.8%	13.3%
Social Studies	12	9	7	12	12	11.0%	8.0%	6.7%	10.4%	10.0%
Foreign Language	8	5	4	4	6	7.3%	4.5%	3.8%	3.5%	5.0%
Mathematics	14	12	15	16	16	12.8%	10.7%	14.4%	13.9%	13.3%
Science	11	10	11	13	13	10.1%	8.9%	10.6%	11.3%	10.8%
Vocational Education	16	18	18	19	21	14.7%	16.1%	17.3%	16.5%	17.5%
Other High School	30	40	31	25	27	27.5%	35.7%	29.8%	21.7%	22.5%

Total Enrollments	8,469	8,311	8,352	8,275	8,449	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	706	672	613	671	681	8.3%	8.1%	7.3%	8.1%	8.1%
Grades 1-4	2,748	2,637	2,649	2,590	2,683	32.4%	31.7%	31.7%	31.3%	31.8%
Grades 5-6	1,326	1,248	1,238	1,262	1,318	15.7%	15.0%	14.8%	15.3%	15.6%
Grades 7-8	1,205	1,220	1,326	1,249	1,249	14.2%	14.7%	15.9%	15.1%	14.8%
Grades 9-12	2,282	2,340	2,338	2,336	2,349	26.9%	28.2%	28.0%	28.2%	27.8%
Ungraded	202	194	188	167	169	2.4%	2.3%	2.3%	2.0%	2.0%



District Report for: DICKSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	23	25	27	28	30	4.7%	4.9%	5.6%	5.3%	5.2%
White - Females	8	8	13	13	14	34.8%	32.0%	48.1%	46.4%	46.7%
White - Males	13	15	13	14	15	56.5%	60.0%	48.1%	50.0%	50.0%
Black - Females	1	1	1	1	1	4.3%	4.0%	3.7%	3.6%	3.3%
Black - Males	1	1	0	0	0	4.3%	4.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	45	42	46	54	9.0%	8.9%	8.8%	8.8%	9.4%
White - Females	37	39	37	41	49	84.1%	86.7%	88.1%	89.1%	90.7%
White - Males	6	5	5	5	4	13.6%	11.1%	11.9%	10.9%	7.4%
Black - Females	1	1	0	0	1	2.3%	2.2%	0.0%	0.0%	1.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	422	437	410	450	491	86.3%	86.2%	85.6%	85.9%	85.4%
White - Females	321	335	312	336	372	76.1%	76.7%	76.1%	74.7%	75.8%
White - Males	88	89	84	99	103	20.9%	20.4%	20.5%	22.0%	21.0%
Black - Females	10	9	10	10	9	2.4%	2.1%	2.4%	2.2%	1.8%
Black - Males	2	2	2	2	3	0.5%	0.5%	0.5%	0.4%	0.6%
Other - Females	0	0	1	2	3	0.0%	0.0%	0.2%	0.4%	0.6%
Other - Males	1	2	1	1	1	0.2%	0.5%	0.2%	0.2%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	9	8	8	8	1.5%	2.2%	2.1%	2.0%	1.9%
25-29	47	43	38	49	52	11.9%	10.7%	9.8%	12.0%	12.1%
30-34	49	55	53	64	64	12.4%	13.7%	13.7%	15.6%	14.8%
35-39	61	50	49	52	40	15.5%	12.4%	12.7%	12.7%	9.3%
40-45	71	73	58	51	65	18.0%	18.2%	15.0%	12.5%	15.1%
45-49	84	77	77	73	78	21.3%	19.2%	19.9%	17.8%	18.1%
50-54	48	65	69	76	71	12.2%	16.2%	17.9%	18.6%	16.5%
55+	28	30	34	36	53	7.1%	7.5%	8.8%	8.8%	12.3%
Average Age	41.5	41.8	42.3	42.0	42.5					

Experience Distribution

Teachers by Experience

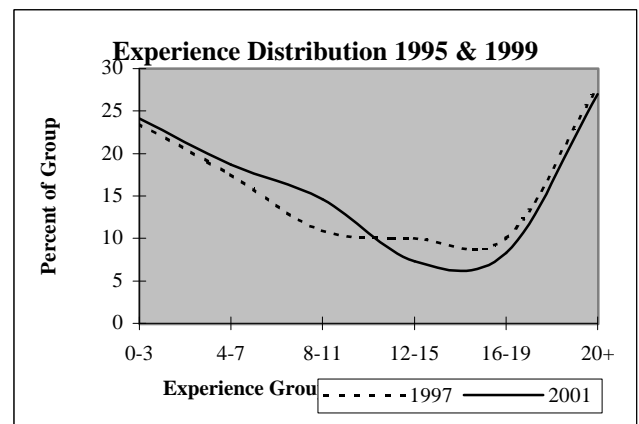
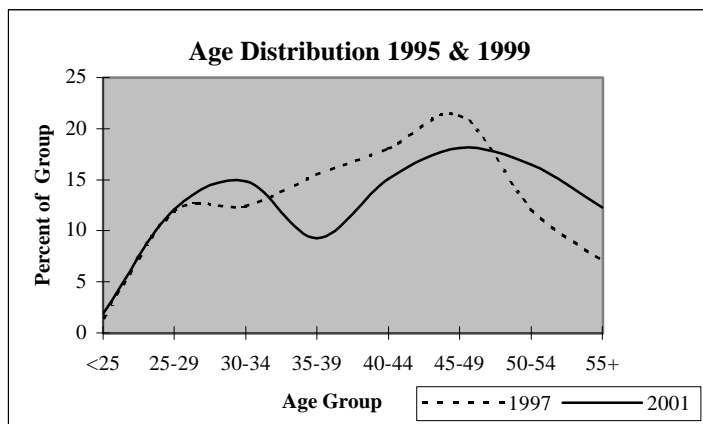
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	103	110	86	109	125	23.5%	23.8%	19.8%	22.9%	24.1%
4-7 Years	77	96	95	102	97	17.6%	20.8%	21.9%	21.4%	18.7%
8-11 Years	48	44	46	62	76	11.0%	9.5%	10.6%	13.0%	14.6%
12-15 Years	44	44	46	40	38	10.0%	9.5%	10.6%	8.4%	7.3%
16-19 Years	44	43	35	33	43	10.0%	9.3%	8.1%	6.9%	8.3%
20+ Years	122	125	126	130	140	27.9%	27.1%	29.0%	27.3%	27.0%
Average Experience	12.4	12.0	12.8	12.2	12.3					

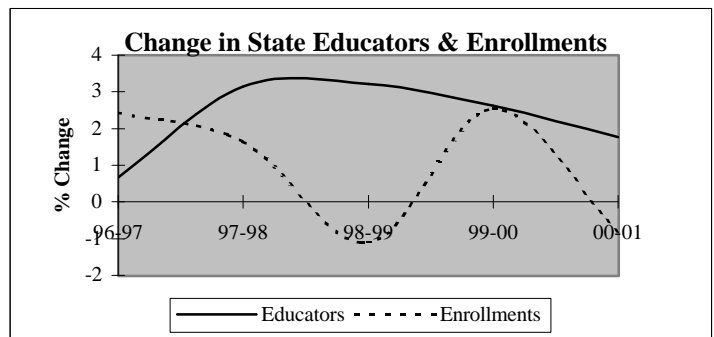
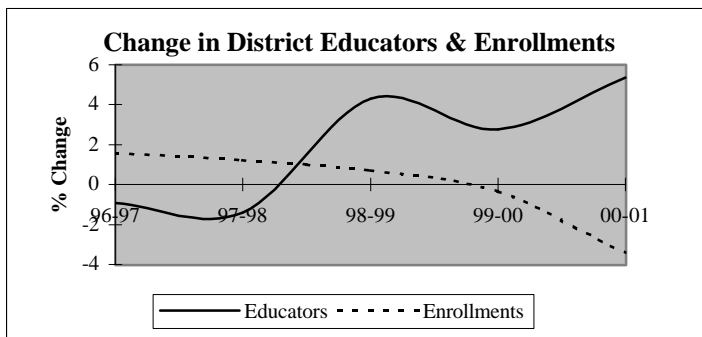
District Report for: DICKSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	50	78	33	27	-	9.8%	14.6%	6.5%	4.9%	-
Attrition from Transfers	13	17	4	7	-	2.5%	3.2%	0.8%	1.3%	-
Attrition from Exits	37	61	29	20	-	7.3%	11.4%	5.7%	3.6%	-
Teacher Attrition	46	68	30	23	-	10.5%	14.7%	6.9%	4.8%	-
Attrition from Transfers	12	17	4	7	-	2.7%	3.7%	0.9%	1.5%	-
Attrition from Exits	34	51	26	16	-	7.8%	11.0%	6.0%	3.4%	-
District Retention										
Educator Retention	460	458	475	529	-	90.2%	85.4%	93.5%	95.1%	-
Teacher Retention	392	394	404	453	-	89.5%	85.3%	93.1%	95.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.0%	7.2%	11.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.7%	4.1%	12.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.2%	2.7%	8.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.3%	5.3%	4.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.8%	2.5%	6.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.9%	1.7%	3.4%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.5%	15.9%	17.4%	20.1%	19.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.0%	9.7%	10.7%	10.2%	9.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.9%	1.2%	0.7%	2.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.2%	87.5%	90.2%	85.4%	86.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.2%	0.7%	0.5%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	11.6%	8.5%	13.1%	11.0%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.2	17.6	17.0	16.5	15.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.9	20.4	19.5	18.9	17.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	-3	9	6	12	-	-	-	-	-
% Change in Educators	-0.9%	-1.4%	4.3%	2.8%	5.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	56	44	26	-13	-126	-	-	-	-	-
% Change in Enrollment:	1.6%	1.2%	0.7%	-0.4%	-3.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.0%	0.0%	1.3%	8.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.7%	6.4%	6.3%	6.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.5%	7.7%	6.4%	6.3%	5.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.9%	5.5%	4.3%	4.2%	3.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	45.5%	50.0%	50.0%	35.7%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.5	42.8	42.5	42.5	42.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.7	14.0	14.1	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	33,995	34,391	35,482	36,038	35,452	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	5.1%	5.8%	4.4%	4.3%	4.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.2%	85.6%	84.7%	87.8%	87.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.1%	12.2%	13.2%	13.8%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.4%	na	11.0%	11.8%	11.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	2.8%	1.7%	2.5%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

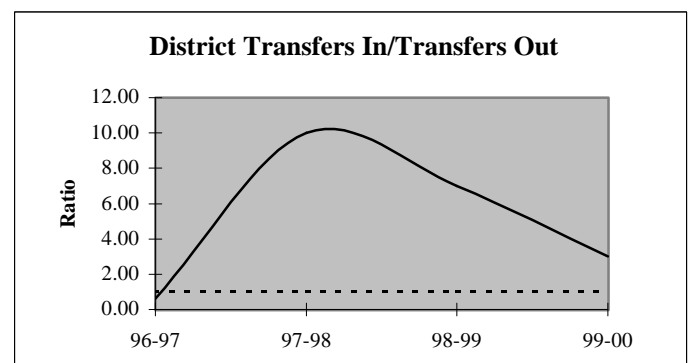
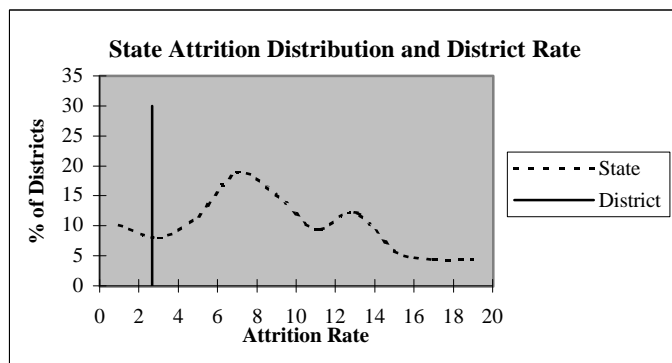
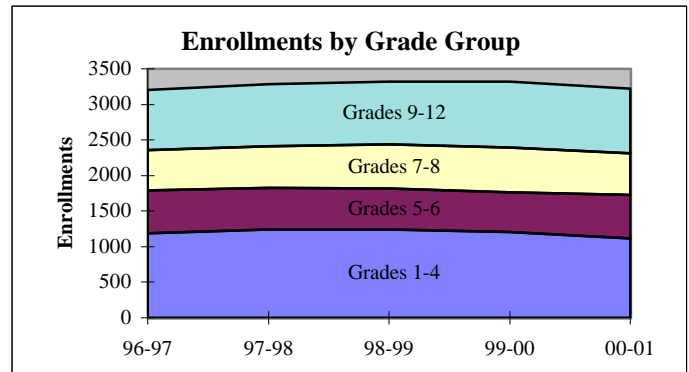
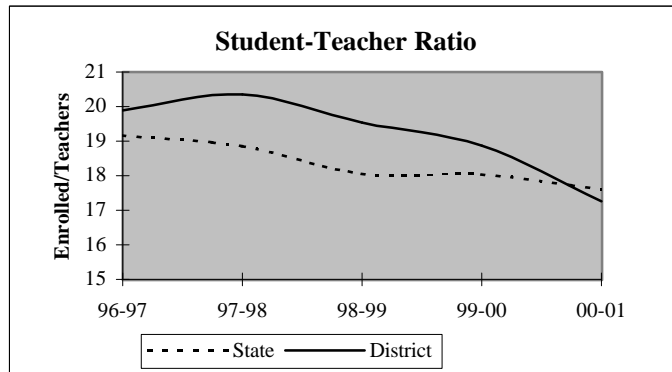
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	212	209	218	224	236	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	192	191	192	204	218	90.6%	91.4%	88.1%	91.1%	92.4%
Newly Hired	20	18	26	20	18	9.4%	8.6%	11.9%	8.9%	7.6%
Transfers In	5	10	7	3	6	25.0%	55.6%	26.9%	15.0%	33.3%
Reentrants	4	1	9	7	4	20.0%	5.6%	34.6%	35.0%	22.2%
First Time Educators	11	7	10	10	8	55.0%	38.9%	38.5%	50.0%	44.4%
Total Exiting Next Year	21	17	14	6	-	9.9%	8.1%	6.4%	2.7%	-
Transfers Out	8	1	1	1	-	38.1%	5.9%	7.1%	16.7%	-
Leave Tennessee Educ.	13	16	13	5	-	61.9%	94.1%	92.9%	83.3%	-

Dynamics Rates					
District Rates					
District Attrition	9.9%	8.1%	6.4%	2.7%	-
Transfers In/Out	0.63	10.00	7.00	3.00	-

District Report for: DYER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	212	209	218	224	236	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	12	14	14	15	5.2%	5.7%	6.4%	6.3%	6.4%
Professional Staff	18	16	14	14	14	8.5%	7.7%	6.4%	6.3%	5.9%
Total Teachers	183	181	190	196	207	86.3%	86.6%	87.2%	87.5%	87.7%
Special Education	24	22	25	27	29	13.1%	12.2%	13.2%	13.8%	14.0%
Pre-K & Kindergarten	14	15	13	14	13	7.7%	8.3%	6.8%	7.1%	6.3%
Elementary (1-4)	64	66	68	69	73	35.0%	36.5%	35.8%	35.2%	35.3%
Middle School (5-6)	24	23	21	26	25	13.1%	12.7%	11.1%	13.3%	12.1%
Jr. High (7-8)	19	20	27	22	26	10.4%	11.0%	14.2%	11.2%	12.6%
High School (9-12)	38	35	36	38	41	20.8%	19.3%	18.9%	19.4%	19.8%
Business	2	3	3	2	2	5.3%	8.6%	8.3%	5.3%	4.9%
Language Arts	3	3	4	5	5	7.9%	8.6%	11.1%	13.2%	12.2%
Social Studies	5	4	5	5	5	13.2%	11.4%	13.9%	13.2%	12.2%
Foreign Language	2	2	2	2	2	5.3%	5.7%	5.6%	5.3%	4.9%
Mathematics	3	3	3	5	6	7.9%	8.6%	8.3%	13.2%	14.6%
Science	3	2	3	4	5	7.9%	5.7%	8.3%	10.5%	12.2%
Vocational Education	8	9	8	7	7	21.1%	25.7%	22.2%	18.4%	17.1%
Other High School	12	9	8	8	9	31.6%	25.7%	22.2%	21.1%	22.0%

Total Enrollments	3,641	3,685	3,711	3,698	3,572	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	324	297	292	284	269	8.9%	8.1%	7.9%	7.7%	7.5%
Grades 1-4	1,192	1,244	1,239	1,209	1,117	32.7%	33.8%	33.4%	32.7%	31.3%
Grades 5-6	594	579	579	555	609	16.3%	15.7%	15.6%	15.0%	17.0%
Grades 7-8	568	591	621	626	586	15.6%	16.0%	16.7%	16.9%	16.4%
Grades 9-12	847	870	882	933	908	23.3%	23.6%	23.8%	25.2%	25.4%
Ungraded	116	104	98	91	83	3.2%	2.8%	2.6%	2.5%	2.3%



District Report for: DYER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	12	14	14	15	5.4%	6.0%	6.7%	6.5%	6.6%
White - Females	5	6	7	5	5	45.5%	50.0%	50.0%	35.7%	33.3%
White - Males	6	6	7	9	10	54.5%	50.0%	50.0%	64.3%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	16	14	14	14	8.8%	8.0%	6.7%	6.5%	6.1%
White - Females	14	13	13	12	12	77.8%	81.3%	92.9%	85.7%	85.7%
White - Males	3	2	0	1	1	16.7%	12.5%	0.0%	7.1%	7.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.6%	6.3%	7.1%	7.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	175	173	182	188	199	85.8%	86.1%	86.7%	87.0%	87.3%
White - Females	141	141	149	159	169	80.6%	81.5%	81.9%	84.6%	84.9%
White - Males	25	22	25	21	22	14.3%	12.7%	13.7%	11.2%	11.1%
Black - Females	9	10	8	8	8	5.1%	5.8%	4.4%	4.3%	4.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	1	2	4	0.6%	1.2%	0.6%	1.1%	2.2%
25-29	28	26	20	18	20	16.1%	15.4%	11.5%	10.0%	10.8%
30-34	12	15	28	34	33	6.9%	8.9%	16.1%	18.9%	17.7%
35-39	20	16	19	16	18	11.5%	9.5%	10.9%	8.9%	9.7%
40-45	31	25	16	20	20	17.8%	14.8%	9.2%	11.1%	10.8%
45-49	43	41	42	36	29	24.7%	24.3%	24.1%	20.0%	15.6%
50-54	22	25	29	34	39	12.6%	14.8%	16.7%	18.9%	21.0%
55+	17	19	19	20	23	9.8%	11.2%	10.9%	11.1%	12.4%
Average Age	42.5	42.8	42.5	42.5	42.7					

Experience Distribution

Teachers by Experience

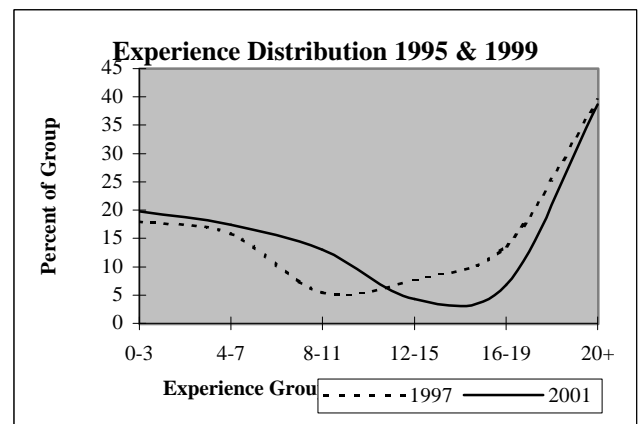
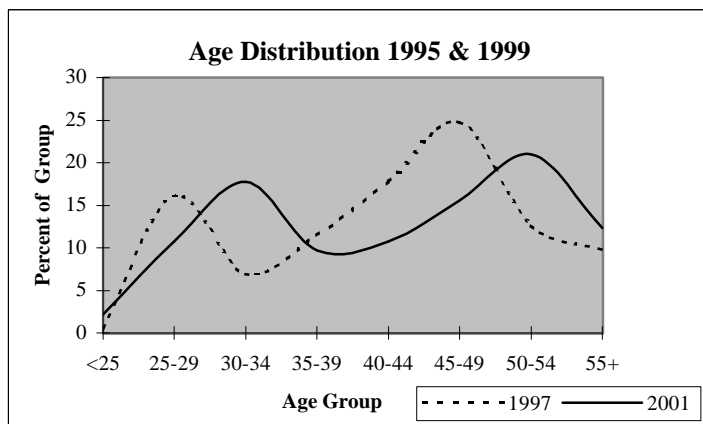
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	33	37	40	41	41	18.0%	20.4%	21.1%	20.9%	19.8%
4-7 Years	29	24	35	40	36	15.8%	13.3%	18.4%	20.4%	17.4%
8-11 Years	10	12	14	14	27	5.5%	6.6%	7.4%	7.1%	13.0%
12-15 Years	14	11	10	8	9	7.7%	6.1%	5.3%	4.1%	4.3%
16-19 Years	25	24	19	19	14	13.7%	13.3%	10.0%	9.7%	6.8%
20+ Years	72	73	72	74	80	39.3%	40.3%	37.9%	37.8%	38.6%
Average Experience	14.5	14.7	14.0	14.1	14.3					

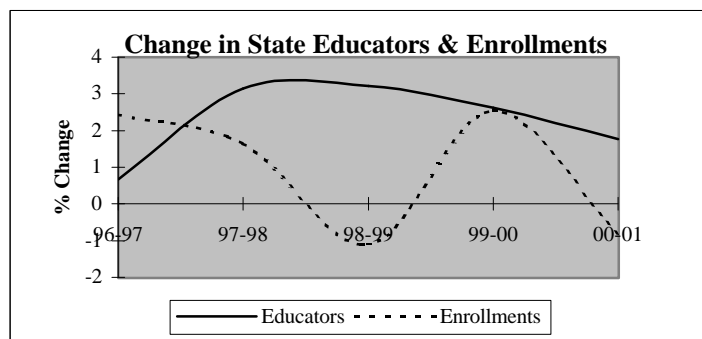
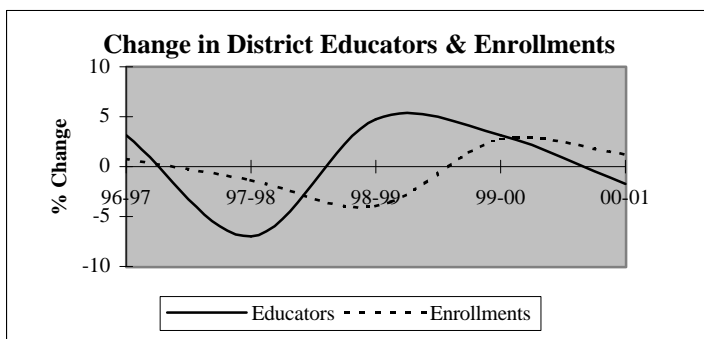
District Report for: DYER COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	21	17	14	6	-	9.9%	8.1%	6.4%	2.7%	-
Attrition from Transfers	8	1	1	1	-	3.8%	0.5%	0.5%	0.4%	-
Attrition from Exits	13	16	13	5	-	6.1%	7.7%	6.0%	2.2%	-
Teacher Attrition	17	15	12	5	-	9.3%	8.3%	6.3%	2.6%	-
Attrition from Transfers	8	1	1	1	-	4.4%	0.6%	0.5%	0.5%	-
Attrition from Exits	9	14	11	4	-	4.9%	7.7%	5.8%	2.0%	-
District Retention										
Educator Retention	191	192	204	218	-	90.1%	91.9%	93.6%	97.3%	-
Teacher Retention	166	166	178	191	-	90.7%	91.7%	93.7%	97.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.4%	5.9%	11.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.4%	0.0%	13.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.4%	4.7%	7.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.2%	5.9%	3.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.2%	2.4%	2.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	86.8%	2.6%	10.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.9%	12.7%	16.5%	17.0%	16.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	9.0%	13.1%	9.8%	8.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.9%	1.4%	0.9%	0.9%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.0%	94.7%	90.4%	91.1%	93.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	3.8%	8.7%	7.6%	5.1%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.0	17.0	15.6	15.5	16.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.8	20.5	18.4	18.1	18.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	-16	10	7	-4	-	-	-	-	-
% Change in Educators	3.2%	-7.0%	4.7%	3.2%	-1.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	29	-49	-144	95	44	-	-	-	-	-
% Change in Enrollment:	0.8%	-1.3%	-4.0%	2.7%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.4%	4.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.3%	6.1%	5.9%	5.2%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	10.8%	9.5%	9.2%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	9.8%	9.6%	9.2%	8.9%	9.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.7%	15.4%	15.4%	16.7%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	7.7%	7.7%	8.3%	8.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.9	45.8	46.3	46.0	46.7	43.3	43.5	43.6	43.7	43.9
Average Experience	17.1	18.0	17.6	17.6	17.9	13.8	13.7	13.7	13.4	13.3
Average Salary	37,360	38,036	39,524	40,805	40,928	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	9.5%	9.2%	9.3%	8.9%	9.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.4%	81.3%	82.4%	81.6%	81.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.8%	8.5%	10.1%	9.7%	9.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	22.3%	na	23.1%	23.5%	25.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.7%	2.5%	3.2%	2.6%	2.4%	1.7%	1.6%	1.8%	1.8%	1.8%

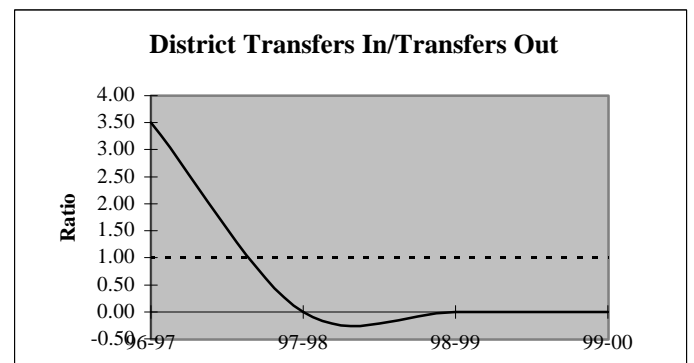
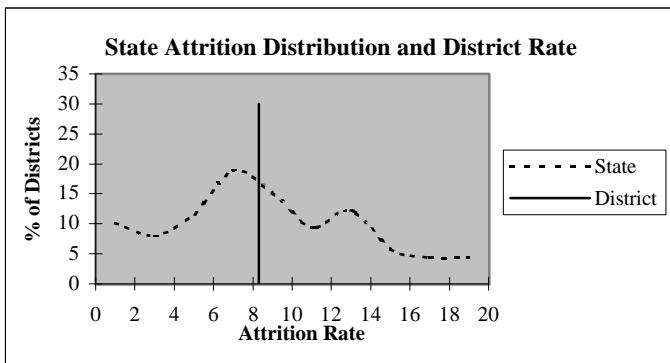
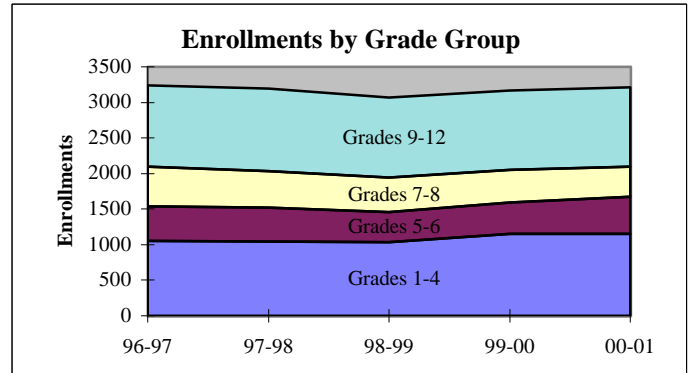
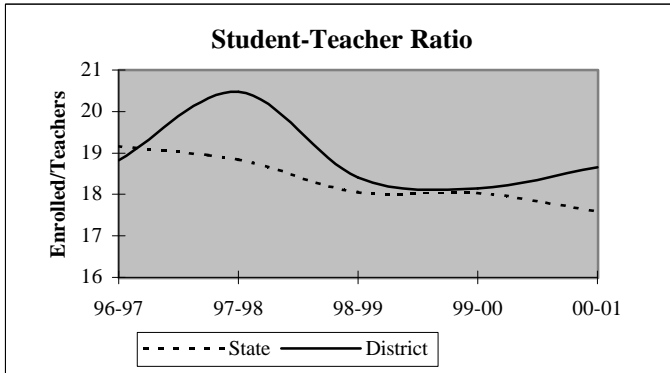
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	228	212	222	229	225	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	212	204	199	211	210	93.0%	96.2%	89.6%	92.1%	93.3%
Newly Hired	16	8	23	18	15	7.0%	3.8%	10.4%	7.9%	6.7%
Transfers In	7	3	6	9	2	43.8%	37.5%	26.1%	50.0%	13.3%
Reentrants	3	2	10	4	8	18.8%	25.0%	43.5%	22.2%	53.3%
First Time Educators	6	3	7	5	5	37.5%	37.5%	30.4%	27.8%	33.3%
Total Exiting Next Year	24	13	11	19	-	10.5%	6.1%	5.0%	8.3%	-
Transfers Out	2	0	0	0	-	8.3%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	22	13	11	19	-	91.7%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	6.1%	5.0%	8.3%	-
Transfers In/Out	3.50	nc	nc	nc	-

District Report for: DYERSBURG

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	228	212	222	229	225	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	13	13	12	12	5.3%	6.1%	5.9%	5.2%	5.3%
Professional Staff	22	23	21	21	20	9.6%	10.8%	9.5%	9.2%	8.9%
Total Teachers	194	176	188	196	193	85.1%	83.0%	84.7%	85.6%	85.8%
Special Education	17	15	19	19	19	8.8%	8.5%	10.1%	9.7%	9.8%
Pre-K & Kindergarten	16	17	15	16	15	8.2%	9.7%	8.0%	8.2%	7.8%
Elementary (1-4)	65	66	67	71	72	33.5%	37.5%	35.6%	36.2%	37.3%
Middle School (5-6)	21	17	22	20	20	10.8%	9.7%	11.7%	10.2%	10.4%
Jr. High (7-8)	22	17	18	20	20	11.3%	9.7%	9.6%	10.2%	10.4%
High School (9-12)	53	44	47	50	47	27.3%	25.0%	25.0%	25.5%	24.4%
Business	2	2	2	1	2	3.8%	4.5%	4.3%	2.0%	4.3%
Language Arts	8	9	10	10	8	15.1%	20.5%	21.3%	20.0%	17.0%
Social Studies	6	5	4	6	7	11.3%	11.4%	8.5%	12.0%	14.9%
Foreign Language	3	3	3	2	3	5.7%	6.8%	6.4%	4.0%	6.4%
Mathematics	8	5	6	7	5	15.1%	11.4%	12.8%	14.0%	10.6%
Science	6	6	6	8	7	11.3%	13.6%	12.8%	16.0%	14.9%
Vocational Education	6	5	8	8	5	11.3%	11.4%	17.0%	16.0%	10.6%
Other High School	14	9	8	8	10	26.4%	20.5%	17.0%	16.0%	21.3%

Total Enrollments	3,653	3,604	3,460	3,555	3,599	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	310	315	305	293	298	8.5%	8.7%	8.8%	8.2%	8.3%
Grades 1-4	1,050	1,041	1,039	1,150	1,152	28.7%	28.9%	30.0%	32.3%	32.0%
Grades 5-6	491	480	419	444	525	13.4%	13.3%	12.1%	12.5%	14.6%
Grades 7-8	553	516	488	454	420	15.1%	14.3%	14.1%	12.8%	11.7%
Grades 9-12	1,142	1,161	1,122	1,122	1,116	31.3%	32.2%	32.4%	31.6%	31.0%
Ungraded	107	91	87	92	88	2.9%	2.5%	2.5%	2.6%	2.4%



District Report for: DYERSBURG

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	12	13	13	12	12	5.4%	6.2%	6.0%	5.4%	5.5%
White - Females	0	1	1	1	1	0.0%	7.7%	7.7%	8.3%	8.3%
White - Males	10	10	10	9	9	83.3%	76.9%	76.9%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	2	2	2	2	16.7%	15.4%	15.4%	16.7%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	22	23	21	21	20	9.8%	11.0%	9.7%	9.4%	9.1%
White - Females	16	17	16	16	15	72.7%	73.9%	76.2%	76.2%	75.0%
White - Males	4	4	4	4	4	18.2%	17.4%	19.0%	19.0%	20.0%
Black - Females	1	1	1	1	1	4.5%	4.3%	4.8%	4.8%	5.0%
Black - Males	1	1	0	0	0	4.5%	4.3%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	173	183	191	188	84.8%	82.8%	84.3%	85.3%	85.5%
White - Females	136	127	136	140	138	71.6%	73.4%	74.3%	73.3%	73.4%
White - Males	36	30	30	34	32	18.9%	17.3%	16.4%	17.8%	17.0%
Black - Females	14	13	14	14	14	7.4%	7.5%	7.7%	7.3%	7.4%
Black - Males	4	3	2	2	3	2.1%	1.7%	1.1%	1.0%	1.6%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	0	1	1.1%	1.8%	0.6%	0.0%	0.6%
25-29	10	3	6	11	8	5.5%	1.8%	3.5%	6.1%	4.6%
30-34	13	14	15	18	17	7.2%	8.5%	8.8%	10.1%	9.8%
35-39	18	13	14	10	12	9.9%	7.9%	8.2%	5.6%	6.9%
40-45	29	27	24	27	24	16.0%	16.5%	14.0%	15.1%	13.9%
45-49	51	45	41	39	29	28.2%	27.4%	24.0%	21.8%	16.8%
50-54	40	38	45	47	53	22.1%	23.2%	26.3%	26.3%	30.6%
55+	18	21	25	27	29	9.9%	12.8%	14.6%	15.1%	16.8%
Average Age	44.9	45.8	46.3	46.0	46.7					

Experience Distribution

Teachers by Experience

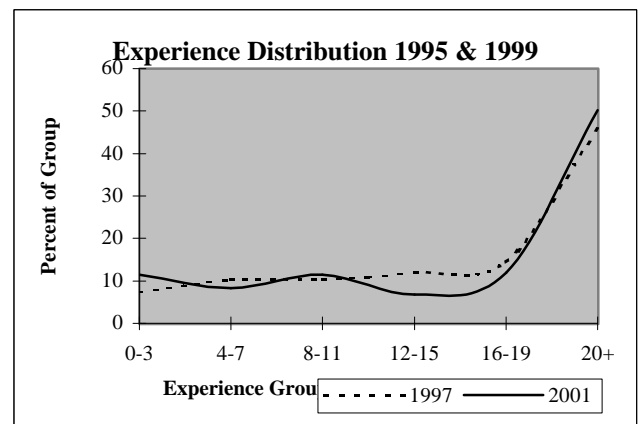
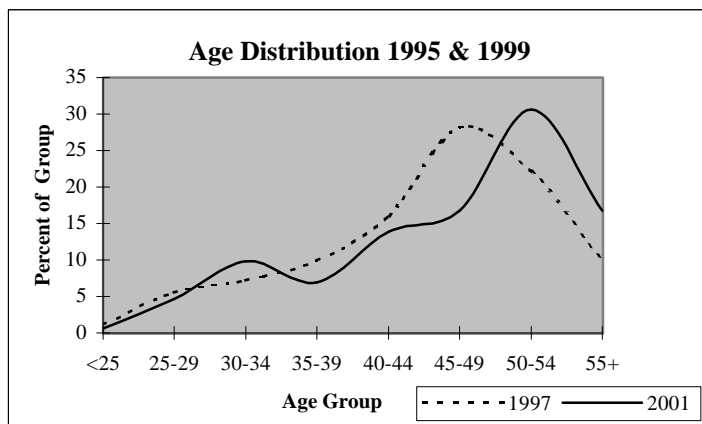
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	14	12	19	22	22	7.2%	6.8%	10.1%	11.2%	11.4%
4-7 Years	20	13	15	15	16	10.3%	7.4%	8.0%	7.7%	8.3%
8-11 Years	20	22	22	24	22	10.3%	12.5%	11.7%	12.2%	11.4%
12-15 Years	23	18	17	18	13	11.9%	10.2%	9.0%	9.2%	6.7%
16-19 Years	28	23	25	26	23	14.4%	13.1%	13.3%	13.3%	11.9%
20+ Years	89	88	90	91	97	45.9%	50.0%	47.9%	46.4%	50.3%
Average Experience	17.1	18.0	17.6	17.6	17.9					

District Report for: DYERSBURG

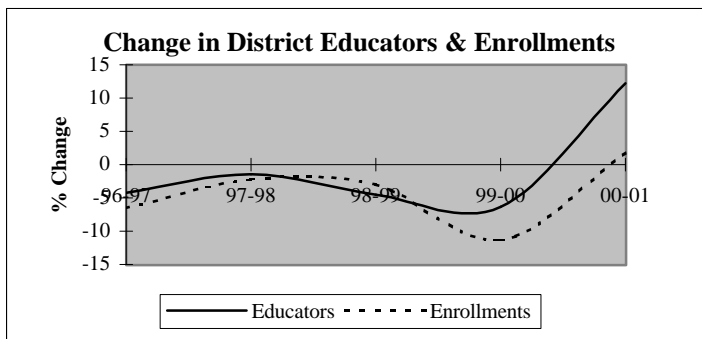
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	24	13	11	19	-	10.5%	6.1%	5.0%	8.3%	-
Attrition from Transfers	2	0	0	0	-	0.9%	0.0%	0.0%	0.0%	-
Attrition from Exits	22	13	11	19	-	9.6%	6.1%	5.0%	8.3%	-
Teacher Attrition	21	12	10	17	-	10.8%	6.8%	5.3%	8.7%	-
Attrition from Transfers	2	0	0	0	-	1.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	19	12	10	17	-	9.8%	6.8%	5.3%	8.7%	-
District Retention										
Educator Retention	204	199	211	210	-	89.5%	93.9%	95.0%	91.7%	-
Teacher Retention	173	164	178	179	-	89.2%	93.2%	94.7%	91.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.6%	3.6%	17.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	90.0%	0.0%	10.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	68.8%	6.3%	25.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	92.9%	0.0%	7.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	89.5%	0.0%	10.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	84.2%	0.0%	15.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	2.9%	5.7%	11.2%	10.7%	11.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.7%	4.5%	8.9%	6.9%	5.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.9%	0.9%	0.4%	0.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.1%	95.8%	91.4%	95.2%	93.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.9%	2.8%	7.7%	4.4%	5.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: FAYETTE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.7	16.5	16.8	15.9	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.6	19.3	19.7	18.6	16.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	-12	-4	-12	-16	29	-	-	-	-	-
% Change in Educators	-4.3%	-1.5%	-4.5%	-6.3%	12.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-317	-100	-133	-482	69	-	-	-	-	-
% Change in Enrollment:	-6.6%	-2.2%	-3.0%	-11.3%	1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.4%	0.0%	16.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.3%	5.1%	5.5%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.0%	9.8%	9.2%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	50.2%	50.9%	52.3%	56.1%	56.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	70.0%	70.0%	77.8%	66.7%	75.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	50.0%	53.8%	46.2%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	44.9	45.2	45.7	45.8	43.3	43.5	43.6	43.7	43.9
Average Experience	12.9	12.6	12.8	12.5	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,382	29,205	30,397	31,308	30,484	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	51.3%	51.5%	53.0%	58.3%	58.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	77.2%	75.9%	74.4%	73.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.3%	14.9%	14.4%	12.8%	10.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	70.6%	na	71.6%	72.6%	71.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.2%	0.4%	0.8%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

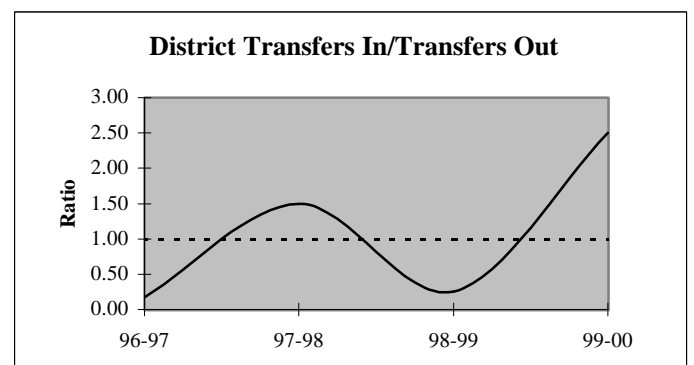
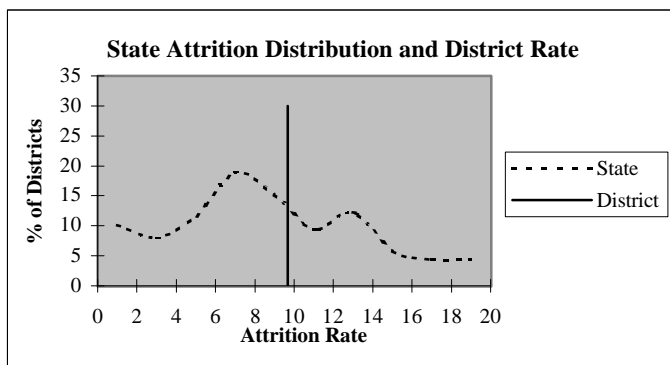
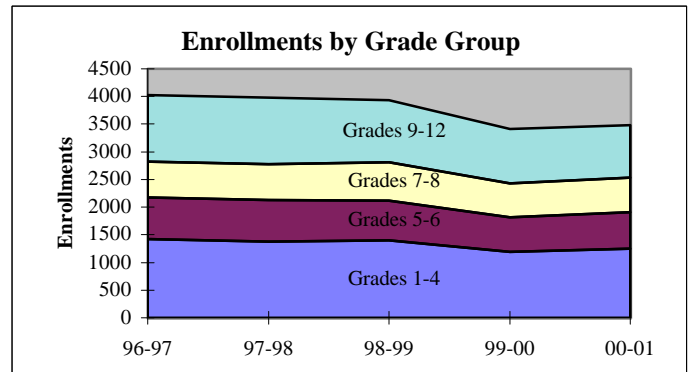
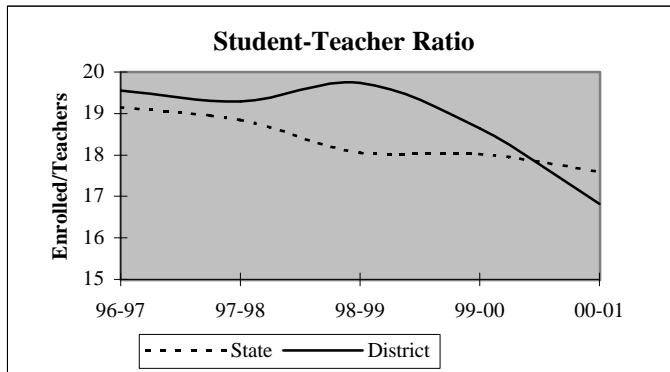
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	270	266	254	238	267	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	236	227	224	199	215	87.4%	85.3%	88.2%	83.6%	80.5%
Newly Hired	34	39	30	39	52	12.6%	14.7%	11.8%	16.4%	19.5%
Transfers In	3	3	2	5	7	8.8%	7.7%	6.7%	12.8%	13.5%
Reentrants	17	13	12	10	26	50.0%	33.3%	40.0%	25.6%	50.0%
First Time Educators	14	23	16	24	19	41.2%	59.0%	53.3%	61.5%	36.5%
Total Exiting Next Year	43	42	55	23	-	15.9%	15.8%	21.7%	9.7%	-
Transfers Out	17	2	8	2	-	39.5%	4.8%	14.5%	8.7%	-
Leave Tennessee Educ.	26	40	47	21	-	60.5%	95.2%	85.5%	91.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	15.9%	15.8%	21.7%	9.7%	-
Transfers In/Out	0.18	1.50	0.25	2.50	-

District Report for: FAYETTE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	270	266	254	238	267	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	14	13	13	12	5.2%	5.3%	5.1%	5.5%	4.5%
Professional Staff	26	24	25	22	26	9.6%	9.0%	9.8%	9.2%	9.7%
Total Teachers	230	228	216	203	229	85.2%	85.7%	85.0%	85.3%	85.8%
Special Education	33	34	31	26	25	14.3%	14.9%	14.4%	12.8%	10.9%
Pre-K & Kindergarten	16	18	15	18	20	7.0%	7.9%	6.9%	8.9%	8.7%
Elementary (1-4)	81	70	66	60	73	35.2%	30.7%	30.6%	29.6%	31.9%
Middle School (5-6)	23	21	24	21	23	10.0%	9.2%	11.1%	10.3%	10.0%
Jr. High (7-8)	21	26	23	21	29	9.1%	11.4%	10.6%	10.3%	12.7%
High School (9-12)	56	59	57	57	59	24.3%	25.9%	26.4%	28.1%	25.8%
Business	1	1	1	0	0	1.8%	1.7%	1.8%	0.0%	0.0%
Language Arts	4	7	7	8	4	7.1%	11.9%	12.3%	14.0%	6.8%
Social Studies	6	4	4	5	7	10.7%	6.8%	7.0%	8.8%	11.9%
Foreign Language	0	2	1	1	1	0.0%	3.4%	1.8%	1.8%	1.7%
Mathematics	6	6	7	4	4	10.7%	10.2%	12.3%	7.0%	6.8%
Science	2	6	4	5	4	3.6%	10.2%	7.0%	8.8%	6.8%
Vocational Education	13	15	15	17	16	23.2%	25.4%	26.3%	29.8%	27.1%
Other High School	24	18	18	17	23	42.9%	30.5%	31.6%	29.8%	39.0%

Total Enrollments	4,498	4,398	4,265	3,783	3,852	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	396	370	300	338	340	8.8%	8.4%	7.0%	8.9%	8.8%
Grades 1-4	1,428	1,376	1,402	1,195	1,255	31.7%	31.3%	32.9%	31.6%	32.6%
Grades 5-6	745	749	716	624	655	16.6%	17.0%	16.8%	16.5%	17.0%
Grades 7-8	645	655	693	612	623	14.3%	14.9%	16.2%	16.2%	16.2%
Grades 9-12	1,207	1,194	1,118	984	954	26.8%	27.1%	26.2%	26.0%	24.8%
Ungraded	77	54	36	30	25	1.7%	1.2%	0.8%	0.8%	0.6%



District Report for: FAYETTE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	10	9	9	8	4.3%	4.4%	4.2%	4.5%	3.7%
White - Females	2	2	2	1	1	20.0%	20.0%	22.2%	11.1%	12.5%
White - Males	1	1	0	2	1	10.0%	10.0%	0.0%	22.2%	12.5%
Black - Females	5	5	5	5	4	50.0%	50.0%	55.6%	55.6%	50.0%
Black - Males	2	2	2	1	2	20.0%	20.0%	22.2%	11.1%	25.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	24	24	21	23	11.1%	10.5%	11.1%	10.6%	10.6%
White - Females	15	13	13	12	14	57.7%	54.2%	54.2%	57.1%	60.9%
White - Males	2	2	2	2	2	7.7%	8.3%	8.3%	9.5%	8.7%
Black - Females	7	7	8	6	7	26.9%	29.2%	33.3%	28.6%	30.4%
Black - Males	2	1	1	1	0	7.7%	4.2%	4.2%	4.8%	0.0%
Other - Females	0	1	0	0	0	0.0%	4.2%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	199	194	183	168	185	84.7%	85.1%	84.7%	84.8%	85.6%
White - Females	85	81	72	58	62	42.7%	41.8%	39.3%	34.5%	33.5%
White - Males	12	13	14	12	14	6.0%	6.7%	7.7%	7.1%	7.6%
Black - Females	82	79	73	73	81	41.2%	40.7%	39.9%	43.5%	43.8%
Black - Males	17	18	21	25	28	8.5%	9.3%	11.5%	14.9%	15.1%
Other - Females	3	2	2	0	0	1.5%	1.0%	1.1%	0.0%	0.0%
Other - Males	0	1	1	0	0	0.0%	0.5%	0.5%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	1	2	1	0.5%	0.0%	0.6%	1.4%	0.7%
25-29	16	18	15	10	10	8.7%	10.5%	9.4%	7.2%	6.9%
30-34	11	14	14	17	20	6.0%	8.1%	8.8%	12.3%	13.8%
35-39	26	20	13	6	9	14.2%	11.6%	8.2%	4.3%	6.2%
40-45	23	22	26	18	17	12.6%	12.8%	16.4%	13.0%	11.7%
45-49	46	36	28	27	20	25.1%	20.9%	17.6%	19.6%	13.8%
50-54	32	34	36	34	39	17.5%	19.8%	22.6%	24.6%	26.9%
55+	28	28	26	24	29	15.3%	16.3%	16.4%	17.4%	20.0%
Average Age	45.0	44.9	45.2	45.7	45.8					

Experience Distribution

Teachers by Experience

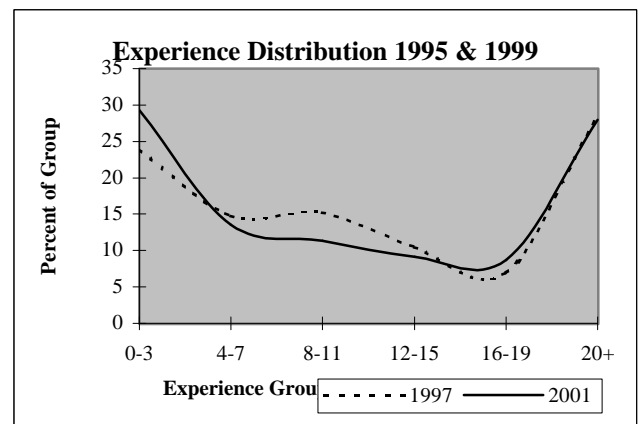
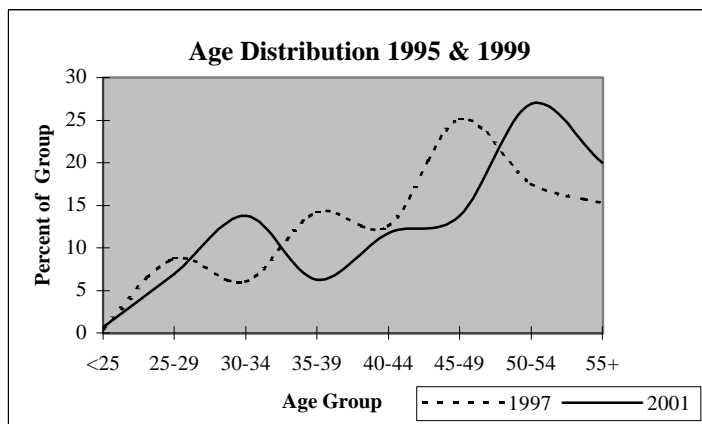
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	55	58	50	57	67	23.9%	25.4%	23.1%	28.1%	29.3%
4-7 Years	34	37	37	33	31	14.8%	16.2%	17.1%	16.3%	13.5%
8-11 Years	35	28	24	19	26	15.2%	12.3%	11.1%	9.4%	11.4%
12-15 Years	24	25	28	25	21	10.4%	11.0%	13.0%	12.3%	9.2%
16-19 Years	16	19	20	16	20	7.0%	8.3%	9.3%	7.9%	8.7%
20+ Years	66	61	57	53	64	28.7%	26.8%	26.4%	26.1%	27.9%
Average Experience	12.9	12.6	12.8	12.5	12.6					

District Report for: FAYETTE COUNTY

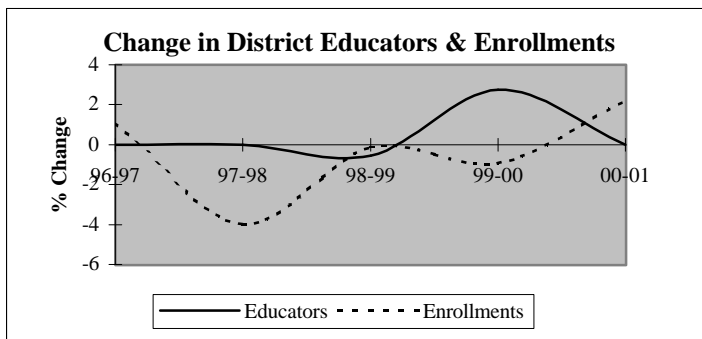
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	43	42	55	23	-	15.9%	15.8%	21.7%	9.7%	-
Attrition from Transfers	17	2	8	2	-	6.3%	0.8%	3.1%	0.8%	-
Attrition from Exits	26	40	47	21	-	9.6%	15.0%	18.5%	8.8%	-
Teacher Attrition	37	40	49	20	-	16.1%	17.5%	22.7%	9.9%	-
Attrition from Transfers	15	1	5	2	-	6.5%	0.4%	2.3%	1.0%	-
Attrition from Exits	22	39	44	18	-	9.6%	17.1%	20.4%	8.9%	-
District Retention										
Educator Retention	227	224	199	215	-	84.1%	84.2%	78.3%	90.3%	-
Teacher Retention	193	188	167	183	-	83.9%	82.5%	77.3%	90.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	71.6%	5.9%	22.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	65.8%	2.7%	31.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.1%	3.4%	13.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	81.5%	0.0%	18.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	80.4%	2.0%	17.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	79.2%	2.1%	18.8%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	15.9%	21.3%	23.4%	28.0%	29.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.5%	6.9%	9.0%	3.8%	6.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.6%	0.4%	2.4%	1.3%	1.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.9%	85.7%	86.6%	84.5%	80.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.5%	13.9%	11.0%	14.3%	17.6%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: FENTRESS COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	13.4	13.4	13.0	13.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.9	15.5	15.5	14.9	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	0	-1	5	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-0.5%	2.8%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	27	-101	-3	-23	53	-	-	-	-	-
% Change in Enrollment:	1.1%	-4.0%	-0.1%	-0.9%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.5%	8.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	3.8%	3.9%	3.8%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	9.9%	9.4%	9.1%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.6%	0.6%	0.6%	1.1%	1.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	14.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.7	43.9	43.6	43.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.1	15.7	16.1	15.8	15.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,540	29,696	30,858	31,585	31,415	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.6%	0.6%	0.6%	0.6%	0.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.4%	78.3%	80.9%	80.2%	80.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.5%	7.6%	7.0%	6.8%	7.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.2%	0.1%	0.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.9%	0.5%	0.7%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

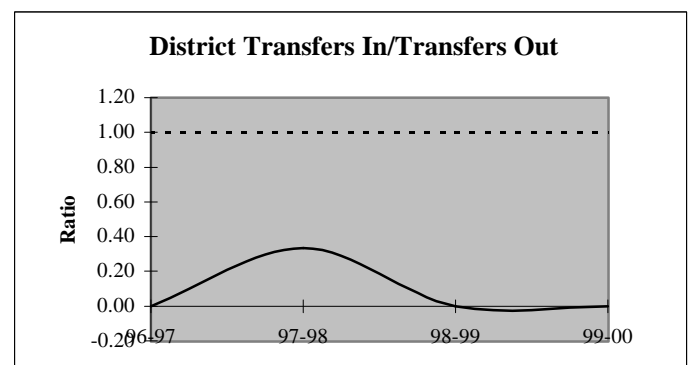
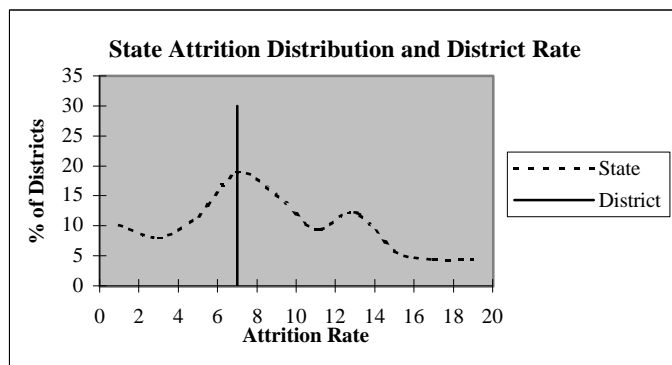
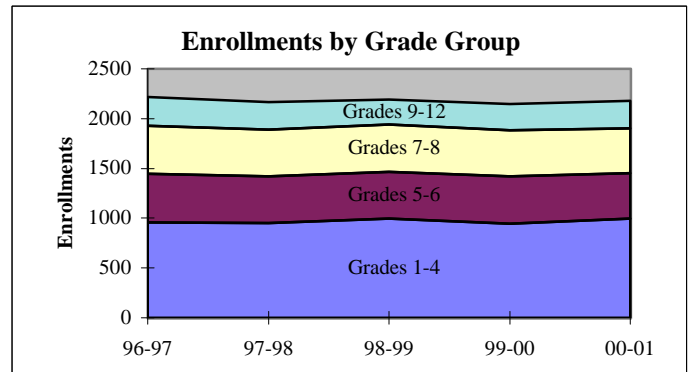
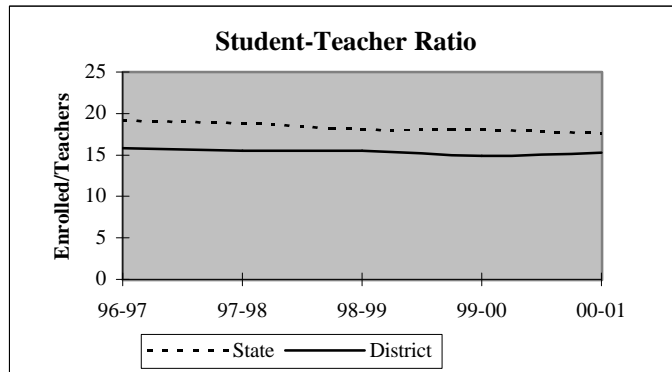
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	182	182	181	186	186	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	171	176	171	169	173	94.0%	96.7%	94.5%	90.9%	93.0%
Newly Hired	11	6	10	17	13	6.0%	3.3%	5.5%	9.1%	7.0%
Transfers In	1	1	0	0	1	9.1%	16.7%	0.0%	0.0%	7.7%
Reentrants	4	2	4	4	4	36.4%	33.3%	40.0%	23.5%	30.8%
First Time Educators	6	3	6	13	8	54.5%	50.0%	60.0%	76.5%	61.5%
Total Exiting Next Year	6	11	12	13	-	3.3%	6.0%	6.6%	7.0%	-
Transfers Out	0	3	1	1	-	0.0%	27.3%	8.3%	7.7%	-
Leave Tennessee Educ.	6	8	11	12	-	100.0%	72.7%	91.7%	92.3%	-

Dynamics Rates	District Rates				
District Attrition	3.3%	6.0%	6.6%	7.0%	-
Transfers In/Out	nc	0.33	0.00	0.00	-

District Report for: FENTRESS COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	182	182	181	186	186	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	7	3.8%	3.8%	3.9%	3.8%	3.8%
Professional Staff	15	18	17	17	18	8.2%	9.9%	9.4%	9.1%	9.7%
Total Teachers	160	157	157	162	161	87.9%	86.3%	86.7%	87.1%	86.6%
Special Education	12	12	11	11	12	7.5%	7.6%	7.0%	6.8%	7.5%
Pre-K & Kindergarten	16	16	15	16	18	10.0%	10.2%	9.6%	9.9%	11.2%
Elementary (1-4)	68	69	70	69	65	42.5%	43.9%	44.6%	42.6%	40.4%
Middle School (5-6)	22	16	17	21	23	13.8%	10.2%	10.8%	13.0%	14.3%
Jr. High (7-8)	18	22	21	21	21	11.3%	14.0%	13.4%	13.0%	13.0%
High School (9-12)	24	22	23	24	22	15.0%	14.0%	14.6%	14.8%	13.7%
Business	1	1	1	1	1	4.2%	4.5%	4.3%	4.2%	4.5%
Language Arts	2	2	2	2	1	8.3%	9.1%	8.7%	8.3%	4.5%
Social Studies	1	0	1	2	3	4.2%	0.0%	4.3%	8.3%	13.6%
Foreign Language	0	1	1	1	1	0.0%	4.5%	4.3%	4.2%	4.5%
Mathematics	2	2	3	3	3	8.3%	9.1%	13.0%	12.5%	13.6%
Science	1	2	2	2	2	4.2%	9.1%	8.7%	8.3%	9.1%
Vocational Education	3	3	3	2	3	12.5%	13.6%	13.0%	8.3%	13.6%
Other High School	14	11	10	11	8	58.3%	50.0%	43.5%	45.8%	36.4%

Total Enrollments	2,536	2,435	2,432	2,409	2,462	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	292	248	219	242	266	11.5%	10.2%	9.0%	10.0%	10.8%
Grades 1-4	959	954	997	945	993	37.8%	39.2%	41.0%	39.2%	40.3%
Grades 5-6	485	468	466	475	461	19.1%	19.2%	19.2%	19.7%	18.7%
Grades 7-8	485	469	480	463	451	19.1%	19.3%	19.7%	19.2%	18.3%
Grades 9-12	288	274	250	266	271	11.4%	11.3%	10.3%	11.0%	11.0%
Ungraded	27	22	20	18	20	1.1%	0.9%	0.8%	0.7%	0.8%



District Report for: FENTRESS COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	6	6	6	6	6	3.3%	3.4%	3.4%	3.3%	3.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
White - Males	6	6	6	6	5	100.0%	100.0%	100.0%	100.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	18	17	17	18	8.3%	10.1%	9.6%	9.3%	9.9%
White - Females	11	14	13	12	13	73.3%	77.8%	76.5%	70.6%	72.2%
White - Males	4	4	4	4	4	26.7%	22.2%	23.5%	23.5%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	159	155	155	159	158	88.3%	86.6%	87.1%	87.4%	86.8%
White - Females	125	121	125	128	127	78.6%	78.1%	80.6%	80.5%	80.4%
White - Males	33	33	29	30	30	20.8%	21.3%	18.7%	18.9%	19.0%
Black - Females	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	3	4	5	2	3.1%	1.9%	2.5%	3.1%	1.3%
25-29	17	18	16	16	16	10.7%	11.5%	10.2%	10.0%	10.1%
30-34	13	13	17	18	22	8.2%	8.3%	10.8%	11.3%	13.9%
35-39	12	11	12	16	16	7.5%	7.1%	7.6%	10.0%	10.1%
40-45	33	25	17	16	17	20.8%	16.0%	10.8%	10.0%	10.8%
45-49	38	39	42	34	30	23.9%	25.0%	26.8%	21.3%	19.0%
50-54	25	29	29	36	35	15.7%	18.6%	18.5%	22.5%	22.2%
55+	16	18	20	19	20	10.1%	11.5%	12.7%	11.9%	12.7%
Average Age	43.1	43.7	43.9	43.6	43.5					

Experience Distribution

Teachers by Experience

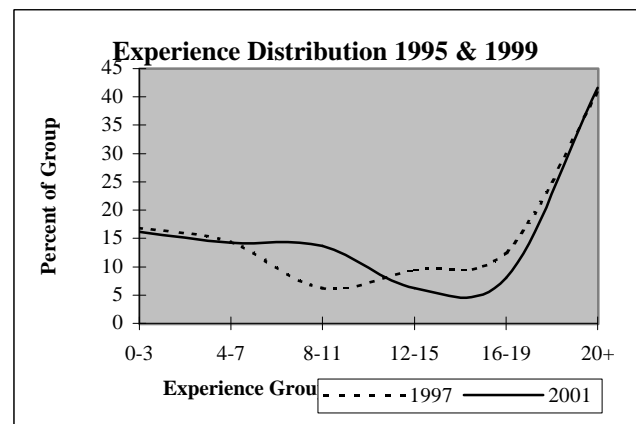
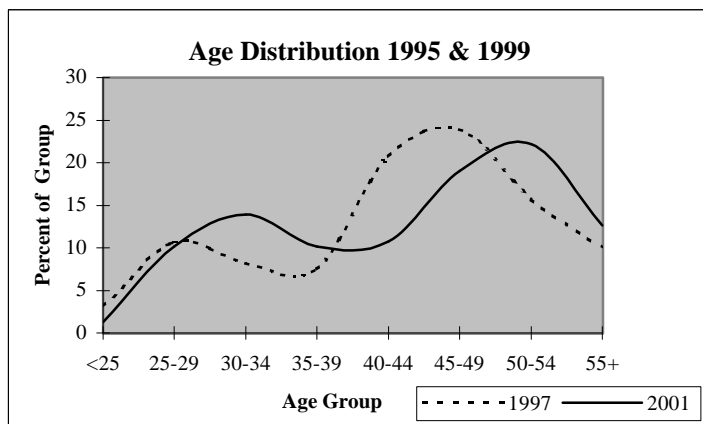
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	27	22	19	26	26	16.9%	14.0%	12.1%	16.0%	16.1%
4-7 Years	23	20	25	20	23	14.4%	12.7%	15.9%	12.3%	14.3%
8-11 Years	10	15	16	18	22	6.3%	9.6%	10.2%	11.1%	13.7%
12-15 Years	15	16	11	12	10	9.4%	10.2%	7.0%	7.4%	6.2%
16-19 Years	20	16	17	14	13	12.5%	10.2%	10.8%	8.6%	8.1%
20+ Years	65	68	69	72	67	40.6%	43.3%	43.9%	44.4%	41.6%
Average Experience	15.1	15.7	16.1	15.8	15.5					

District Report for: FENTRESS COUNTY

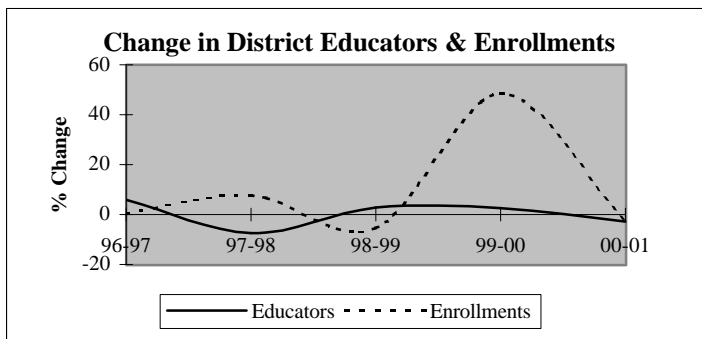
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	11	12	13	-	3.3%	6.0%	6.6%	7.0%	-
Attrition from Transfers	0	3	1	1	-	0.0%	1.6%	0.6%	0.5%	-
Attrition from Exits	6	8	11	12	-	3.3%	4.4%	6.1%	6.5%	-
Teacher Attrition	5	11	9	10	-	3.1%	7.0%	5.7%	6.2%	-
Attrition from Transfers	0	3	1	1	-	0.0%	1.9%	0.6%	0.6%	-
Attrition from Exits	5	8	8	9	-	3.1%	5.1%	5.1%	5.6%	-
District Retention										
Educator Retention	176	171	169	173	-	96.7%	94.0%	93.4%	93.0%	-
Teacher Retention	155	146	148	152	-	96.9%	93.0%	94.3%	93.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	71.8%	7.7%	20.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.6%	3.7%	3.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.9%	3.7%	7.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	96.3%	0.0%	3.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	96.3%	0.0%	3.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.1%	8.9%	11.6%	16.2%	18.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	5.2%	8.2%	8.4%	6.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	1.1%	0.6%	0.5%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.4%	96.2%	93.9%	90.3%	91.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.5%	2.7%	5.5%	9.1%	6.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: FRANKLIN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	9.5	11.1	10.2	14.8	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	10.8	12.3	11.5	16.5	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	24	-33	11	11	-12	-	-	-	-	-
% Change in Educators	5.8%	-7.6%	2.7%	2.7%	-2.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	24	320	-242	2,061	-181	-	-	-	-	-
% Change in Enrollment:	0.6%	7.7%	-5.4%	48.5%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.2%	0.2%	0.5%	6.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.7%	3.5%	3.9%	3.8%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	6.4%	7.0%	6.3%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	3.6%	3.8%	3.9%	4.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.3%	7.1%	6.3%	6.3%	10.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	43.8%	35.7%	37.5%	37.5%	36.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.0	42.7	42.7	42.6	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.2	13.2	12.9	12.7	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,274	30,010	31,855	32,642	32,863	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.0%	3.4%	3.7%	3.8%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.0%	80.5%	81.6%	79.4%	79.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.6%	8.8%	9.5%	10.4%	7.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	7.9%	na	8.1%	8.2%	8.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	1.7%	0.6%	0.6%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

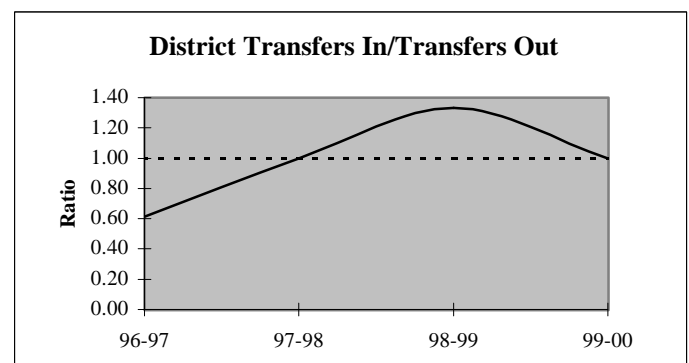
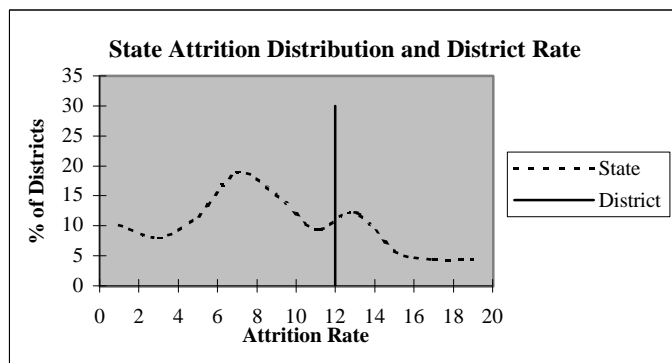
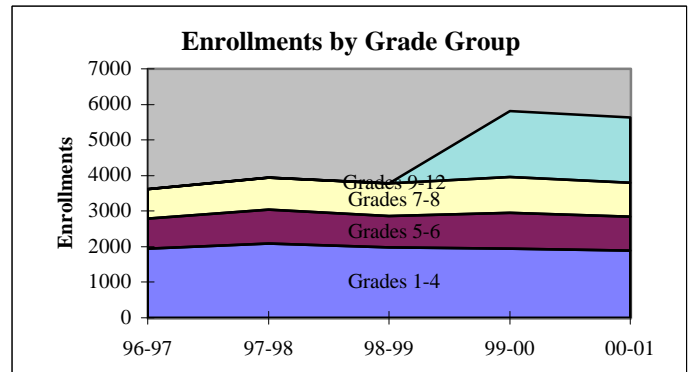
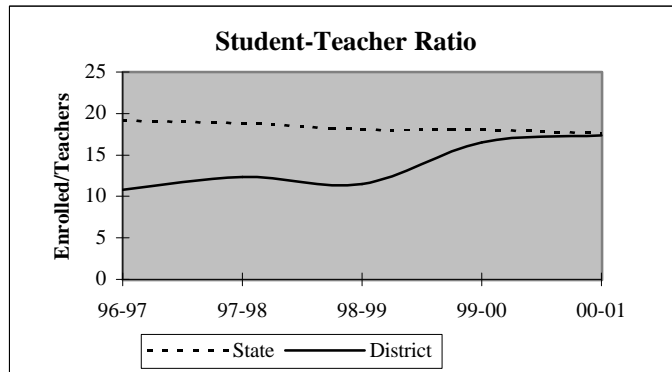
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	437	404	415	426	414	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	380	369	369	377	375	87.0%	91.3%	88.9%	88.5%	90.6%
Newly Hired	57	35	46	49	39	13.0%	8.7%	11.1%	11.5%	9.4%
Transfers In	8	5	4	9	3	14.0%	14.3%	8.7%	18.4%	7.7%
Reentrants	15	4	12	12	17	26.3%	11.4%	26.1%	24.5%	43.6%
First Time Educators	34	26	30	28	19	59.6%	74.3%	65.2%	57.1%	48.7%
Total Exiting Next Year	68	35	38	51	-	15.6%	8.7%	9.2%	12.0%	-
Transfers Out	13	5	3	9	-	19.1%	14.3%	7.9%	17.6%	-
Leave Tennessee Educ.	55	30	35	42	-	80.9%	85.7%	92.1%	82.4%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	15.6%	8.7%	9.2%	12.0%	-
Transfers In/Out	0.62	1.00	1.33	1.00	-

District Report for: FRANKLIN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	437	404	415	426	414	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	14	16	16	19	3.7%	3.5%	3.9%	3.8%	4.6%
Professional Staff	36	26	29	27	42	8.2%	6.4%	7.0%	6.3%	10.1%
Total Teachers	385	364	370	383	353	88.1%	90.1%	89.2%	89.9%	85.3%
Special Education	37	32	35	40	28	9.6%	8.8%	9.5%	10.4%	7.9%
Pre-K & Kindergarten	18	22	22	23	27	4.7%	6.0%	5.9%	6.0%	7.6%
Elementary (1-4)	123	115	115	120	126	31.9%	31.6%	31.1%	31.3%	35.7%
Middle School (5-6)	50	47	50	57	44	13.0%	12.9%	13.5%	14.9%	12.5%
Jr. High (7-8)	61	59	54	51	40	15.8%	16.2%	14.6%	13.3%	11.3%
High School (9-12)	96	89	94	92	88	24.9%	24.5%	25.4%	24.0%	24.9%
Business	4	2	2	3	5	4.2%	2.2%	2.1%	3.3%	5.7%
Language Arts	11	9	10	10	13	11.5%	10.1%	10.6%	10.9%	14.8%
Social Studies	8	7	8	7	8	8.3%	7.9%	8.5%	7.6%	9.1%
Foreign Language	6	4	5	6	5	6.3%	4.5%	5.3%	6.5%	5.7%
Mathematics	8	8	8	9	12	8.3%	9.0%	8.5%	9.8%	13.6%
Science	9	7	10	10	9	9.4%	7.9%	10.6%	10.9%	10.2%
Vocational Education	22	24	23	21	23	22.9%	27.0%	24.5%	22.8%	26.1%
Other High School	28	28	28	26	13	29.2%	31.5%	29.8%	28.3%	14.8%

Total Enrollments	4,172	4,492	4,250	6,311	6,130	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	455	475	429	461	459	10.9%	10.6%	10.1%	7.3%	7.5%
Grades 1-4	1,935	2,079	1,977	1,938	1,886	46.4%	46.3%	46.5%	30.7%	30.8%
Grades 5-6	846	966	880	1,013	963	20.3%	21.5%	20.7%	16.1%	15.7%
Grades 7-8	838	894	927	1,001	946	20.1%	19.9%	21.8%	15.9%	15.4%
Grades 9-12	0	0	0	1,857	1,842	0.0%	0.0%	0.0%	29.4%	30.0%
Ungraded	98	78	37	41	34	2.3%	1.7%	0.9%	0.6%	0.6%



District Report for: FRANKLIN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	14	16	16	19	3.8%	3.6%	4.0%	3.9%	4.8%
White - Females	7	5	6	6	7	43.8%	35.7%	37.5%	37.5%	36.8%
White - Males	8	8	9	9	10	50.0%	57.1%	56.3%	56.3%	52.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	2	6.3%	7.1%	6.3%	6.3%	10.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	35	25	28	26	41	8.3%	6.4%	7.0%	6.3%	10.4%
White - Females	27	21	24	22	35	77.1%	84.0%	85.7%	84.6%	85.4%
White - Males	6	3	3	3	5	17.1%	12.0%	10.7%	11.5%	12.2%
Black - Females	2	0	0	0	0	5.7%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	4.0%	3.6%	3.8%	2.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	370	352	356	370	336	87.9%	90.0%	89.0%	89.8%	84.8%
White - Females	289	276	281	285	262	78.1%	78.4%	78.9%	77.0%	78.0%
White - Males	70	64	62	71	61	18.9%	18.2%	17.4%	19.2%	18.2%
Black - Females	9	10	12	12	13	2.4%	2.8%	3.4%	3.2%	3.9%
Black - Males	2	2	1	1	0	0.5%	0.6%	0.3%	0.3%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	6	7	10	5	1.7%	1.8%	2.1%	2.9%	1.6%
25-29	52	48	54	47	34	14.6%	14.3%	16.1%	13.7%	11.0%
30-34	31	31	32	43	49	8.7%	9.3%	9.6%	12.5%	15.9%
35-39	35	36	28	31	27	9.8%	10.7%	8.4%	9.0%	8.8%
40-45	54	47	43	42	36	15.1%	14.0%	12.8%	12.2%	11.7%
45-49	87	80	75	70	54	24.4%	23.9%	22.4%	20.4%	17.5%
50-54	40	46	54	59	69	11.2%	13.7%	16.1%	17.2%	22.4%
55+	52	41	42	41	34	14.6%	12.2%	12.5%	12.0%	11.0%
Average Age	43.0	42.7	42.7	42.6	43.0					

Experience Distribution

Teachers by Experience

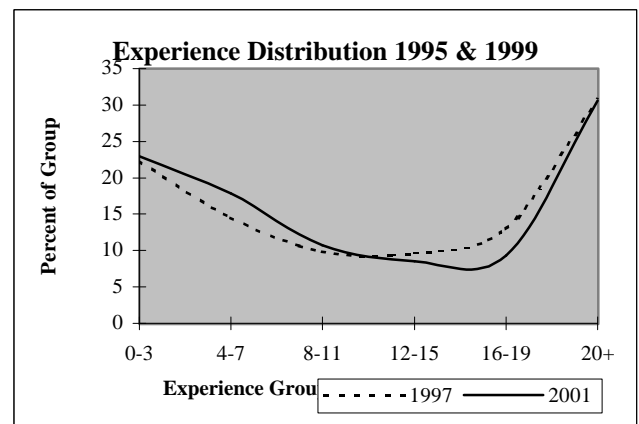
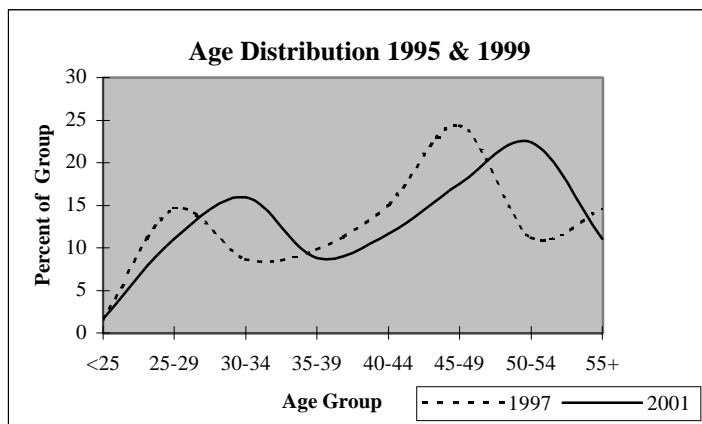
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	86	84	92	107	81	22.3%	23.1%	24.9%	27.9%	22.9%
4-7 Years	56	53	59	54	63	14.5%	14.6%	15.9%	14.1%	17.8%
8-11 Years	38	36	25	32	38	9.9%	9.9%	6.8%	8.4%	10.8%
12-15 Years	37	31	36	36	30	9.6%	8.5%	9.7%	9.4%	8.5%
16-19 Years	50	44	40	30	33	13.0%	12.1%	10.8%	7.8%	9.3%
20+ Years	118	116	118	124	108	30.6%	31.9%	31.9%	32.4%	30.6%
Average Experience	13.2	13.2	12.9	12.7	12.8					

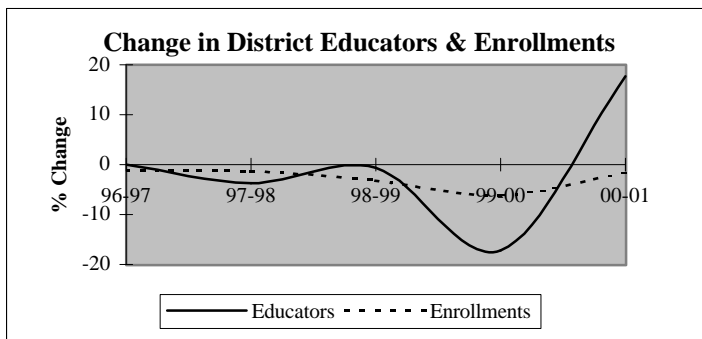
District Report for: FRANKLIN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	68	35	38	51	-	15.6%	8.7%	9.2%	12.0%	-
Attrition from Transfers	13	5	3	9	-	3.0%	1.2%	0.7%	2.1%	-
Attrition from Exits	55	30	35	42	-	12.6%	7.4%	8.4%	9.9%	-
Teacher Attrition	53	31	34	44	-	13.8%	8.5%	9.2%	11.5%	-
Attrition from Transfers	12	5	3	9	-	3.1%	1.4%	0.8%	2.3%	-
Attrition from Exits	41	26	31	35	-	10.6%	7.1%	8.4%	9.1%	-
District Retention										
Educator Retention	369	369	377	375	-	84.4%	91.3%	90.8%	88.0%	-
Teacher Retention	332	333	336	339	-	86.2%	91.5%	90.8%	88.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.6%	6.0%	11.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.9%	4.5%	12.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	84.8%	2.2%	13.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.6%	3.4%	8.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.3%	1.3%	5.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	85.3%	2.7%	12.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.1%	14.4%	19.0%	21.3%	20.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.4%	8.4%	12.6%	11.9%	11.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.8%	3.5%	1.7%	2.6%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.7%	89.1%	88.0%	86.6%	89.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.2%	0.5%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.4%	7.4%	10.1%	10.3%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.8	14.2	13.8	15.7	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.1	17.3	17.0	19.6	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-6	-1	-27	23	-	-	-	-	-
% Change in Educators	0.0%	-3.7%	-0.6%	-17.2%	17.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-28	-28	-71	-135	-35	-	-	-	-	-
% Change in Enrollment:	-1.2%	-1.2%	-3.2%	-6.2%	-1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	0.0%	0.0%	0.0%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.5%	5.7%	5.7%	6.9%	5.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.4%	12.0%	12.7%	13.1%	12.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	22.4%	21.6%	21.0%	20.8%	18.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	44.4%	55.6%	44.4%	44.4%	44.4%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	11.1%	11.1%	22.2%	22.2%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.3	44.6	44.8	46.0	46.0	43.3	43.5	43.6	43.7	43.9
Average Experience	15.3	15.1	14.3	14.8	13.7	13.8	13.7	13.7	13.4	13.3
Average Salary	30,745	31,249	31,196	32,367	31,658	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	22.0%	19.8%	19.8%	19.8%	16.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.2%	76.2%	71.1%	74.0%	75.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.5%	11.5%	10.9%	10.6%	11.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	54.2%	na	57.9%	60.8%	63.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.6%	0.7%	1.0%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

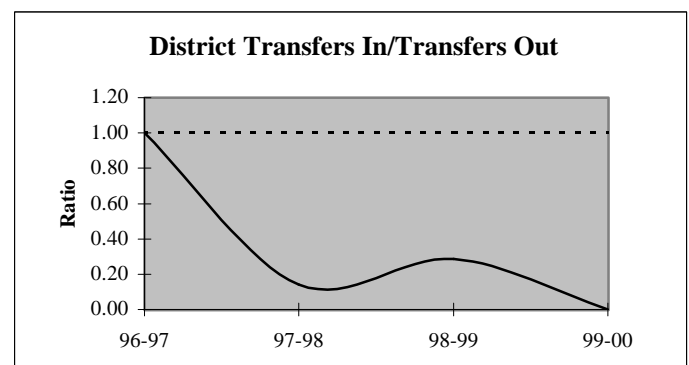
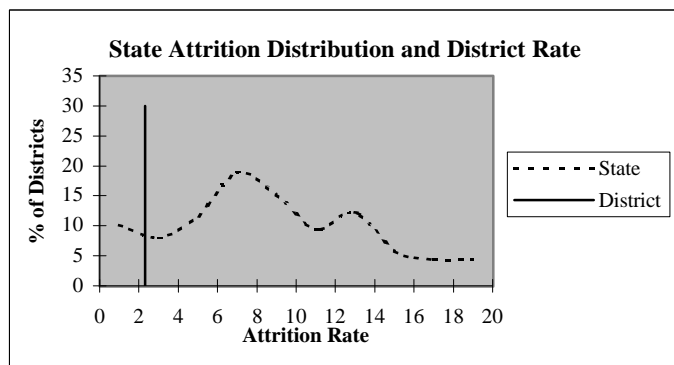
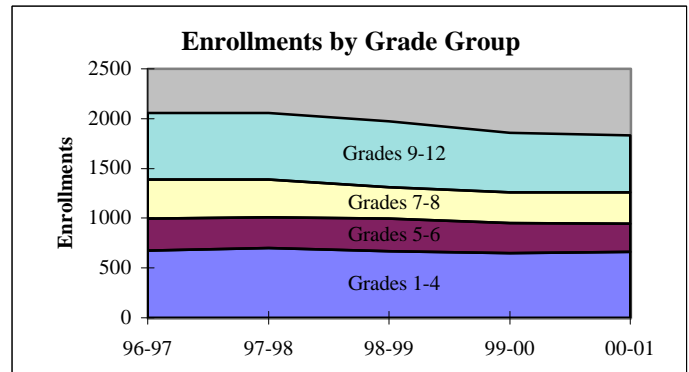
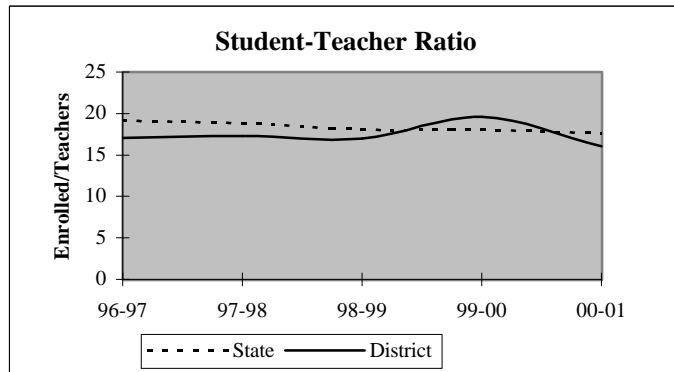
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	164	158	157	130	153	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	147	139	126	111	127	89.6%	88.0%	80.3%	85.4%	83.0%
Newly Hired	17	19	31	19	26	10.4%	12.0%	19.7%	14.6%	17.0%
Transfers In	5	2	4	4	2	29.4%	10.5%	12.9%	21.1%	7.7%
Reentrants	3	8	6	5	7	17.6%	42.1%	19.4%	26.3%	26.9%
First Time Educators	9	9	21	10	17	52.9%	47.4%	67.7%	52.6%	65.4%
Total Exiting Next Year	25	32	46	3	-	15.2%	20.3%	29.3%	2.3%	-
Transfers Out	5	14	14	0	-	20.0%	43.8%	30.4%	0.0%	-
Leave Tennessee Educ.	20	18	32	3	-	80.0%	56.3%	69.6%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	15.2%	20.3%	29.3%	2.3%	-
Transfers In/Out	1.00	0.14	0.29	nc	-

District Report for: HUMBOLDT

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	164	158	157	130	153	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	9	5.5%	5.7%	5.7%	6.9%	5.9%
Professional Staff	22	19	20	17	19	13.4%	12.0%	12.7%	13.1%	12.4%
Total Teachers	133	130	128	104	125	81.1%	82.3%	81.5%	80.0%	81.7%
Special Education	14	15	14	11	14	10.5%	11.5%	10.9%	10.6%	11.2%
Pre-K & Kindergarten	10	9	8	7	12	7.5%	6.9%	6.3%	6.7%	9.6%
Elementary (1-4)	41	40	38	37	39	30.8%	30.8%	29.7%	35.6%	31.2%
Middle School (5-6)	16	16	15	9	12	12.0%	12.3%	11.7%	8.7%	9.6%
Jr. High (7-8)	16	15	15	12	13	12.0%	11.5%	11.7%	11.5%	10.4%
High School (9-12)	36	35	38	28	35	27.1%	26.9%	29.7%	26.9%	28.0%
Business	2	1	2	1	1	5.6%	2.9%	5.3%	3.6%	2.9%
Language Arts	6	5	5	3	5	16.7%	14.3%	13.2%	10.7%	14.3%
Social Studies	4	2	3	3	3	11.1%	5.7%	7.9%	10.7%	8.6%
Foreign Language	2	1	1	1	2	5.6%	2.9%	2.6%	3.6%	5.7%
Mathematics	4	2	5	5	6	11.1%	5.7%	13.2%	17.9%	17.1%
Science	3	3	2	3	4	8.3%	8.6%	5.3%	10.7%	11.4%
Vocational Education	8	9	10	7	9	22.2%	25.7%	26.3%	25.0%	25.7%
Other High School	7	12	10	5	5	19.4%	34.3%	26.3%	17.9%	14.3%

Total Enrollments	2,271	2,243	2,172	2,037	2,002	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	196	175	179	158	157	8.6%	7.8%	8.2%	7.8%	7.8%
Grades 1-4	673	700	671	646	663	29.6%	31.2%	30.9%	31.7%	33.1%
Grades 5-6	324	309	325	307	281	14.3%	13.8%	15.0%	15.1%	14.0%
Grades 7-8	390	379	314	304	315	17.2%	16.9%	14.5%	14.9%	15.7%
Grades 9-12	670	667	663	602	571	29.5%	29.7%	30.5%	29.6%	28.5%
Ungraded	18	13	20	20	15	0.8%	0.6%	0.9%	1.0%	0.7%



District Report for: HUMBOLDT

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	9	9	9	9	5.9%	6.1%	6.3%	7.5%	6.4%
White - Females	0	0	1	1	1	0.0%	0.0%	11.1%	11.1%	11.1%
White - Males	5	4	4	4	4	55.6%	44.4%	44.4%	44.4%	44.4%
Black - Females	1	1	1	1	2	11.1%	11.1%	11.1%	11.1%	22.2%
Black - Males	3	4	3	3	2	33.3%	44.4%	33.3%	33.3%	22.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	20	18	18	15	18	13.2%	12.2%	12.6%	12.5%	12.8%
White - Females	14	13	12	11	13	70.0%	72.2%	66.7%	73.3%	72.2%
White - Males	3	2	3	2	2	15.0%	11.1%	16.7%	13.3%	11.1%
Black - Females	3	3	3	2	2	15.0%	16.7%	16.7%	13.3%	11.1%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	123	121	116	96	114	80.9%	81.8%	81.1%	80.0%	80.9%
White - Females	68	72	66	58	72	55.3%	59.5%	56.9%	60.4%	63.2%
White - Males	28	25	27	19	23	22.8%	20.7%	23.3%	19.8%	20.2%
Black - Females	23	22	19	17	17	18.7%	18.2%	16.4%	17.7%	14.9%
Black - Males	4	2	3	2	2	3.3%	1.7%	2.6%	2.1%	1.8%
Other - Females	0	0	1	0	0	0.0%	0.0%	0.9%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	2	2	2	1.7%	1.8%	1.9%	2.5%	2.2%
25-29	9	8	10	5	7	7.5%	7.2%	9.7%	6.3%	7.9%
30-34	9	8	8	6	9	7.5%	7.2%	7.8%	7.5%	10.1%
35-39	18	14	9	7	6	15.0%	12.6%	8.7%	8.8%	6.7%
40-45	13	17	14	9	10	10.8%	15.3%	13.6%	11.3%	11.2%
45-49	29	23	21	14	6	24.2%	20.7%	20.4%	17.5%	6.7%
50-54	27	25	24	23	32	22.5%	22.5%	23.3%	28.8%	36.0%
55+	13	14	15	14	17	10.8%	12.6%	14.6%	17.5%	19.1%
Average Age	44.3	44.6	44.8	46.0	46.0					

Experience Distribution

Teachers by Experience

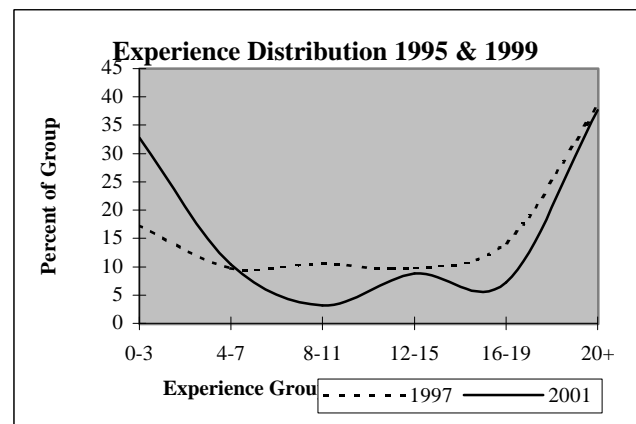
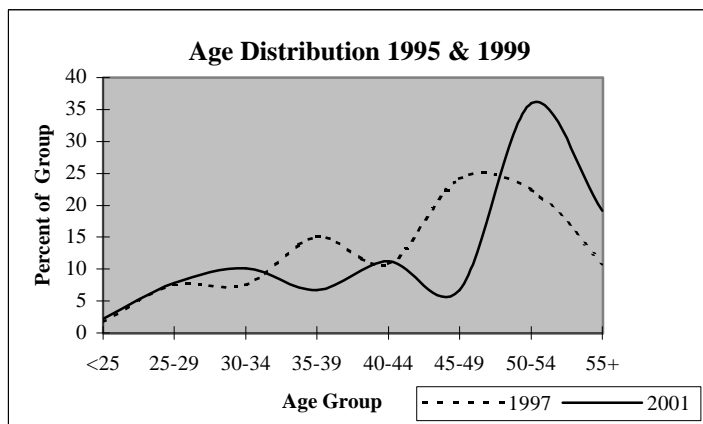
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	23	25	35	28	41	17.3%	19.2%	27.3%	26.9%	32.8%
4-7 Years	13	13	10	10	13	9.8%	10.0%	7.8%	9.6%	10.4%
8-11 Years	14	12	10	4	4	10.5%	9.2%	7.8%	3.8%	3.2%
12-15 Years	13	15	12	10	11	9.8%	11.5%	9.4%	9.6%	8.8%
16-19 Years	19	15	11	8	9	14.3%	11.5%	8.6%	7.7%	7.2%
20+ Years	51	50	50	44	47	38.3%	38.5%	39.1%	42.3%	37.6%
Average Experience	15.3	15.1	14.3	14.8	13.7					

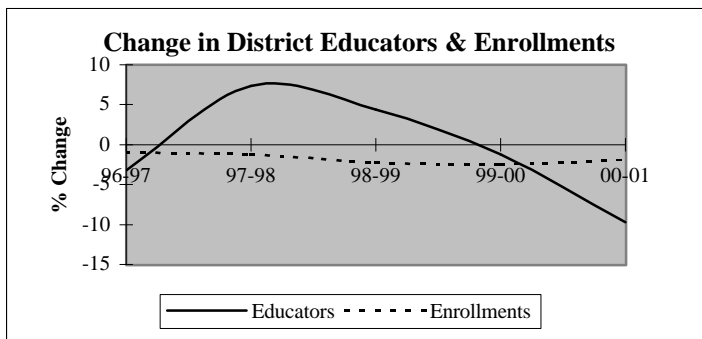
District Report for: HUMBOLDT

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	25	32	46	3	-	15.2%	20.3%	29.3%	2.3%	-
Attrition from Transfers	5	14	14	0	-	3.0%	8.9%	8.9%	0.0%	-
Attrition from Exits	20	18	32	3	-	12.2%	11.4%	20.4%	2.3%	-
Teacher Attrition	20	27	42	3	-	15.0%	20.8%	32.8%	2.9%	-
Attrition from Transfers	4	13	11	0	-	3.0%	10.0%	8.6%	0.0%	-
Attrition from Exits	16	14	31	3	-	12.0%	10.8%	24.2%	2.9%	-
District Retention										
Educator Retention	139	126	111	127	-	84.8%	79.7%	70.7%	97.7%	-
Teacher Retention	113	103	86	101	-	85.0%	79.2%	67.2%	97.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	64.3%	10.7%	25.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	71.9%	9.4%	18.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	63.0%	14.8%	22.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	71.4%	4.8%	23.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	75.0%	18.8%	6.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	75.0%	6.3%	18.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	12.5%	15.8%	21.3%	23.1%	22.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	8.2%	11.9%	11.5%	3.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.4%	0.6%	0.6%	0.0%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.2%	88.0%	82.2%	88.5%	83.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.6%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.3%	10.8%	17.2%	11.5%	15.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.3	14.1	13.2	13.0	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.8	16.4	15.4	15.0	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	11	7	-2	-16	-	-	-	-	-
% Change in Educators	-3.2%	7.4%	4.4%	-1.2%	-9.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-23	-27	-51	-55	-40	-	-	-	-	-
% Change in Enrollment:	-1.0%	-1.2%	-2.3%	-2.5%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.0%	2.5%	2.4%	1.8%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.0%	3.8%	4.2%	3.6%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	10.6%	10.2%	9.7%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.1%	8.1%	7.1%	7.1%	8.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.7%	33.3%	14.3%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	14.3%	16.7%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.0	43.5	43.5	44.2	44.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.0	13.3	13.1	13.5	13.5	13.8	13.7	13.7	13.4	13.3
Average Salary	30,236	30,445	31,166	32,695	32,912	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.5%	7.9%	7.5%	8.2%	9.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.1%	77.4%	75.5%	74.8%	74.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	10.9%	9.8%	9.8%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	23.7%	na	24.2%	24.7%	24.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.7%	0.5%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

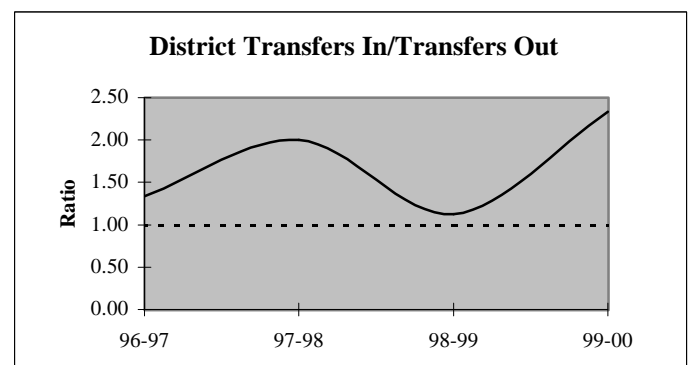
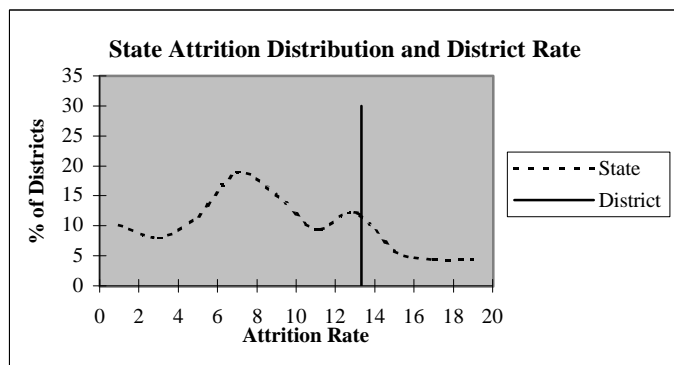
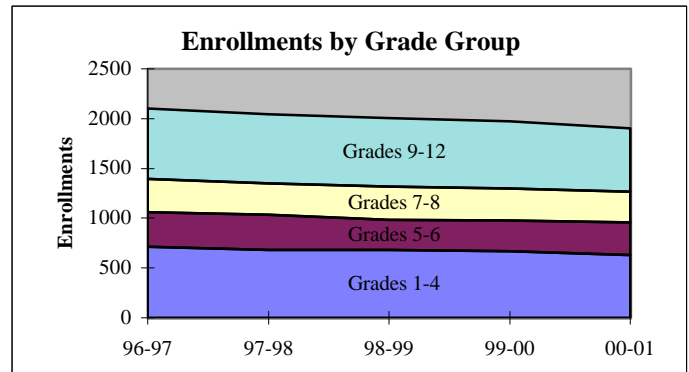
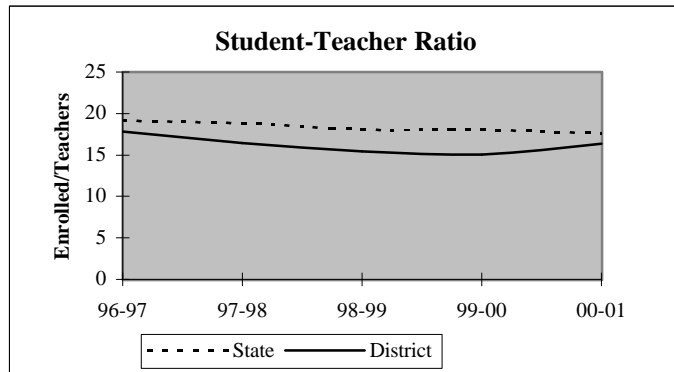
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	149	160	167	165	149	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	133	146	143	146	143	89.3%	91.3%	85.6%	88.5%	96.0%
Newly Hired	16	14	24	19	6	10.7%	8.8%	14.4%	11.5%	4.0%
Transfers In	4	6	9	7	0	25.0%	42.9%	37.5%	36.8%	0.0%
Reentrants	6	4	9	5	5	37.5%	28.6%	37.5%	26.3%	83.3%
First Time Educators	6	4	6	7	1	37.5%	28.6%	25.0%	36.8%	16.7%
Total Exiting Next Year	3	17	21	22	-	2.0%	10.6%	12.6%	13.3%	-
Transfers Out	3	3	8	3	-	100.0%	17.6%	38.1%	13.6%	-
Leave Tennessee Educ.	0	14	13	19	-	0.0%	82.4%	61.9%	86.4%	-

Dynamics Rates	District Rates				
District Attrition	2.0%	10.6%	12.6%	13.3%	-
Transfers In/Out	1.33	2.00	1.13	2.33	-

District Report for: MILAN

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	149	160	167	165	149	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	7	6	6	4.0%	3.8%	4.2%	3.6%	4.0%
Professional Staff	15	17	17	16	14	10.1%	10.6%	10.2%	9.7%	9.4%
Total Teachers	128	137	143	143	129	85.9%	85.6%	85.6%	86.7%	86.6%
Special Education	11	15	14	14	12	8.6%	10.9%	9.8%	9.8%	9.3%
Pre-K & Kindergarten	9	10	11	10	9	7.0%	7.3%	7.7%	7.0%	7.0%
Elementary (1-4)	46	46	49	51	43	35.9%	33.6%	34.3%	35.7%	33.3%
Middle School (5-6)	14	14	13	14	13	10.9%	10.2%	9.1%	9.8%	10.1%
Jr. High (7-8)	13	14	14	13	12	10.2%	10.2%	9.8%	9.1%	9.3%
High School (9-12)	35	38	42	41	40	27.3%	27.7%	29.4%	28.7%	31.0%
Business	2	1	2	3	3	5.7%	2.6%	4.8%	7.3%	7.5%
Language Arts	6	5	5	6	7	17.1%	13.2%	11.9%	14.6%	17.5%
Social Studies	3	3	3	4	4	8.6%	7.9%	7.1%	9.8%	10.0%
Foreign Language	2	2	2	2	2	5.7%	5.3%	4.8%	4.9%	5.0%
Mathematics	4	4	6	5	5	11.4%	10.5%	14.3%	12.2%	12.5%
Science	4	2	3	5	5	11.4%	5.3%	7.1%	12.2%	12.5%
Vocational Education	7	11	11	10	9	20.0%	28.9%	26.2%	24.4%	22.5%
Other High School	7	10	10	6	5	20.0%	26.3%	23.8%	14.6%	12.5%

Total Enrollments	2,280	2,253	2,202	2,147	2,107	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	161	196	181	160	192	7.1%	8.7%	8.2%	7.5%	9.1%
Grades 1-4	713	683	679	667	633	31.3%	30.3%	30.8%	31.1%	30.0%
Grades 5-6	350	350	307	311	322	15.4%	15.5%	13.9%	14.5%	15.3%
Grades 7-8	333	318	329	318	310	14.6%	14.1%	14.9%	14.8%	14.7%
Grades 9-12	704	691	690	676	637	30.9%	30.7%	31.3%	31.5%	30.2%
Ungraded	19	15	16	15	13	0.8%	0.7%	0.7%	0.7%	0.6%



District Report for: MILAN

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	6	6	7	6	6	4.3%	4.1%	4.5%	3.9%	4.3%
White - Females	1	1	1	1	2	16.7%	16.7%	14.3%	16.7%	33.3%
White - Males	4	3	5	5	4	66.7%	50.0%	71.4%	83.3%	66.7%
Black - Females	1	1	0	0	0	16.7%	16.7%	0.0%	0.0%	0.0%
Black - Males	0	1	1	0	0	0.0%	16.7%	14.3%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	15	15	14	13	10.0%	10.1%	9.7%	9.1%	9.4%
White - Females	11	12	11	11	10	78.6%	80.0%	73.3%	78.6%	76.9%
White - Males	3	3	4	3	3	21.4%	20.0%	26.7%	21.4%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	120	127	133	134	119	85.7%	85.8%	85.8%	87.0%	86.2%
White - Females	87	92	95	95	83	72.5%	72.4%	71.4%	70.9%	69.7%
White - Males	24	25	28	28	25	20.0%	19.7%	21.1%	20.9%	21.0%
Black - Females	8	9	9	9	10	6.7%	7.1%	6.8%	6.7%	8.4%
Black - Males	1	1	1	2	1	0.8%	0.8%	0.8%	1.5%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	1	0	0	0.0%	0.0%	0.9%	0.0%	0.0%
25-29	10	11	10	6	5	9.8%	10.3%	9.2%	5.6%	5.3%
30-34	12	11	11	16	14	11.8%	10.3%	10.1%	14.8%	14.7%
35-39	16	19	23	16	15	15.7%	17.8%	21.1%	14.8%	15.8%
40-45	17	8	4	11	12	16.7%	7.5%	3.7%	10.2%	12.6%
45-49	19	25	25	22	19	18.6%	23.4%	22.9%	20.4%	20.0%
50-54	18	22	21	22	18	17.6%	20.6%	19.3%	20.4%	18.9%
55+	10	11	14	15	12	9.8%	10.3%	12.8%	13.9%	12.6%
Average Age	43.0	43.5	43.5	44.2	44.0					

Experience Distribution

Teachers by Experience

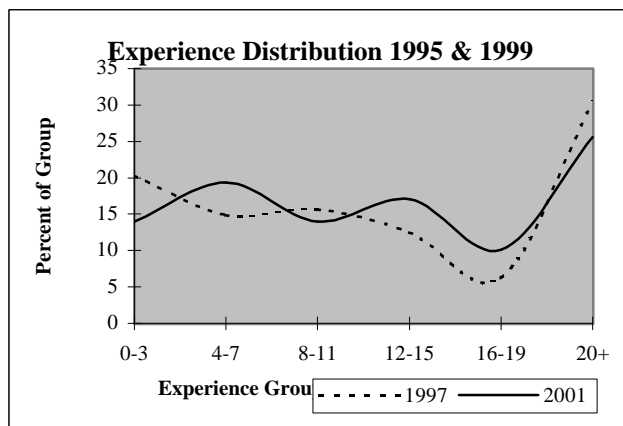
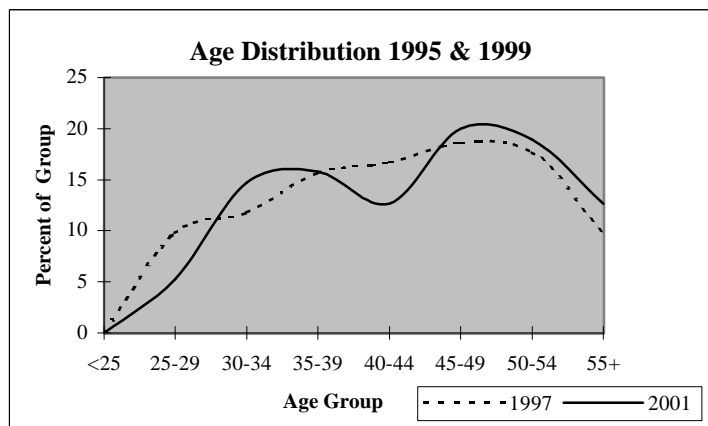
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	26	26	26	24	18	20.3%	19.0%	18.2%	16.8%	14.0%
4-7 Years	19	25	29	31	25	14.8%	18.2%	20.3%	21.7%	19.4%
8-11 Years	20	15	15	12	18	15.6%	10.9%	10.5%	8.4%	14.0%
12-15 Years	16	20	24	24	22	12.5%	14.6%	16.8%	16.8%	17.1%
16-19 Years	8	11	8	11	13	6.3%	8.0%	5.6%	7.7%	10.1%
20+ Years	39	40	41	41	33	30.5%	29.2%	28.7%	28.7%	25.6%
Average Experience	13.0	13.3	13.1	13.5	13.5					

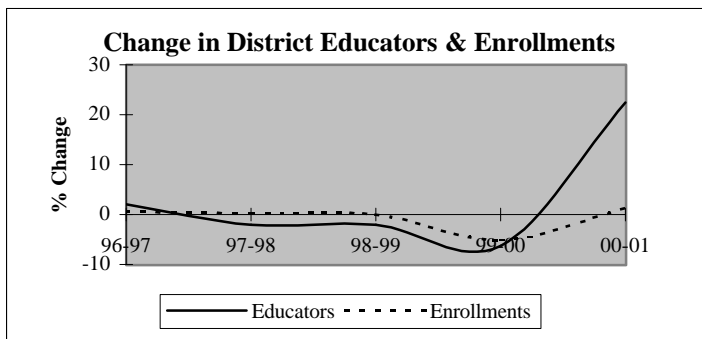
District Report for: MILAN

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	3	17	21	22	-	2.0%	10.6%	12.6%	13.3%	-
Attrition from Transfers	3	3	8	3	-	2.0%	1.9%	4.8%	1.8%	-
Attrition from Exits	0	14	13	19	-	0.0%	8.8%	7.8%	11.5%	-
Teacher Attrition	2	10	14	18	-	1.6%	7.3%	9.8%	12.6%	-
Attrition from Transfers	2	0	6	3	-	1.6%	0.0%	4.2%	2.1%	-
Attrition from Exits	0	10	8	15	-	0.0%	7.3%	5.6%	10.5%	-
District Retention										
Educator Retention	146	143	146	143	-	98.0%	89.4%	87.4%	86.7%	-
Teacher Retention	126	127	129	125	-	98.4%	92.7%	90.2%	87.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	10.7%	14.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.9%	0.0%	12.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.6%	2.9%	8.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.2%	5.1%	7.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	97.0%	0.0%	3.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.9%	3.0%	3.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.7%	13.0%	16.2%	18.2%	19.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	5.6%	8.6%	9.1%	8.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.3%	0.6%	3.0%	2.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.9%	93.8%	89.8%	89.7%	94.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.1%	5.0%	9.6%	7.3%	4.0%	8.6%	9.3%	9.4%	11.0%	10.3%





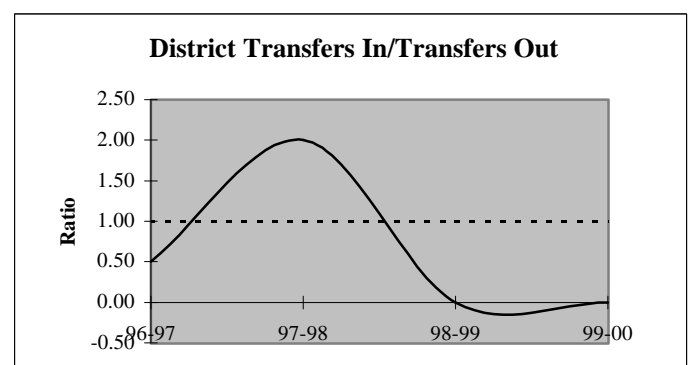
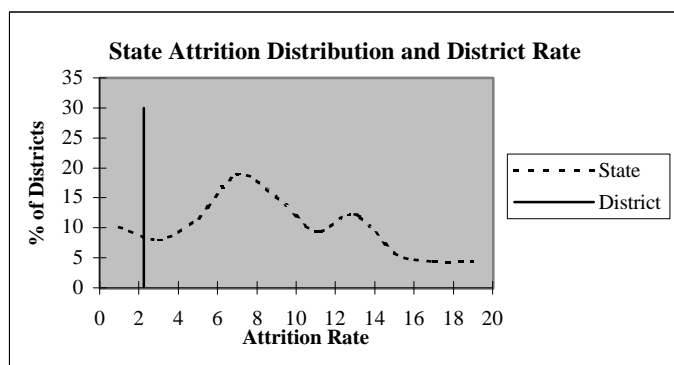
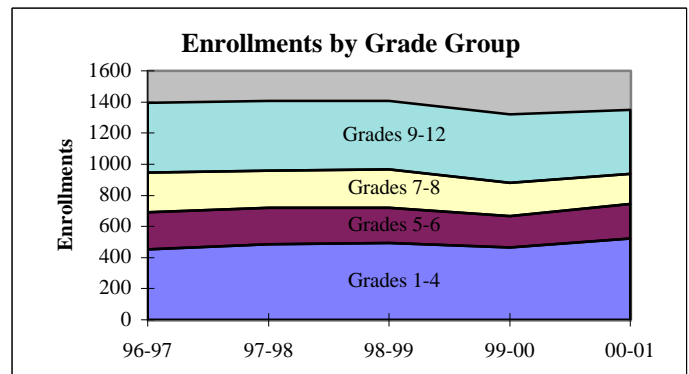
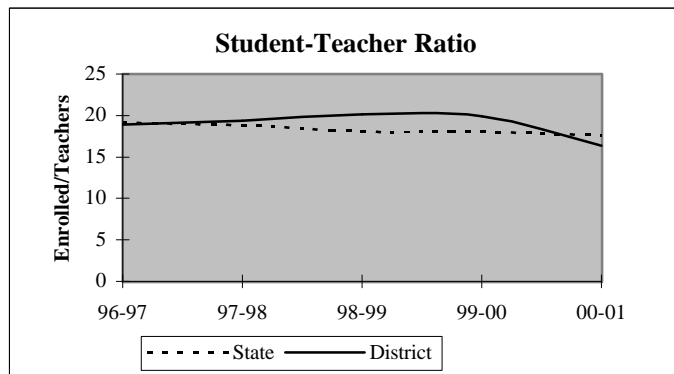
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.6	16.0	16.3	16.5	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.9	19.4	20.1	19.9	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	-2	-2	-6	20	-	-	-	-	-
% Change in Educators	2.1%	-2.0%	-2.1%	-6.3%	22.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	8	4	0	-79	18	-	-	-	-	-
% Change in Enrollment:	0.5%	0.3%	0.0%	-5.1%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	1.0%	2.1%	1.1%	2.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	6.2%	5.3%	6.7%	5.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.1%	11.3%	13.7%	10.1%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	13.3%	12.6%	12.9%	11.6%	11.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	20.0%	16.7%	20.0%	16.7%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	16.7%	20.0%	33.3%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.6	45.3	44.6	44.5	44.5	43.3	43.5	43.6	43.7	43.9
Average Experience	16.7	15.4	15.0	14.6	14.1	13.8	13.7	13.7	13.4	13.3
Average Salary	30,652	30,088	31,192	32,361	32,194	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	13.6%	12.8%	13.2%	11.1%	10.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.8%	78.8%	79.2%	77.0%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.3%	8.8%	9.1%	8.1%	8.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	31.3%	na	32.7%	31.1%	31.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.7%	0.1%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	99	97	95	89	109	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	92	87	86	84	87	92.9%	89.7%	90.5%	94.4%	79.8%
Newly Hired	7	10	9	5	22	7.1%	10.3%	9.5%	5.6%	20.2%
Transfers In	1	2	1	1	8	14.3%	20.0%	11.1%	20.0%	36.4%
Reentrants	3	5	2	3	7	42.9%	50.0%	22.2%	60.0%	31.8%
First Time Educators	3	3	6	1	7	42.9%	30.0%	66.7%	20.0%	31.8%
Total Exiting Next Year	12	11	11	2	-	12.1%	11.3%	11.6%	2.2%	-
Transfers Out	2	1	0	0	-	16.7%	9.1%	0.0%	0.0%	-
Leave Tennessee Educ.	10	10	11	2	-	83.3%	90.9%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	12.1%	11.3%	11.6%	2.2%	-
Transfers In/Out	0.50	2.00	nc	nc	-

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	99	97	95	89	109	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	5	6	6	5.1%	6.2%	5.3%	6.7%	5.5%
Professional Staff	12	11	13	9	12	12.1%	11.3%	13.7%	10.1%	11.0%
Total Teachers	82	80	77	74	91	82.8%	82.5%	81.1%	83.1%	83.5%
Special Education	6	7	7	6	8	7.3%	8.8%	9.1%	8.1%	8.8%
Pre-K & Kindergarten	8	9	9	8	8	9.8%	11.3%	11.7%	10.8%	8.8%
Elementary (1-4)	26	25	27	25	29	31.7%	31.3%	35.1%	33.8%	31.9%
Middle School (5-6)	11	10	8	8	11	13.4%	12.5%	10.4%	10.8%	12.1%
Jr. High (7-8)	9	8	6	8	10	11.0%	10.0%	7.8%	10.8%	11.0%
High School (9-12)	22	21	20	19	25	26.8%	26.3%	26.0%	25.7%	27.5%
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.0%
Language Arts	3	3	3	3	3	13.6%	14.3%	15.0%	15.8%	12.0%
Social Studies	2	2	2	3	3	9.1%	9.5%	10.0%	15.8%	12.0%
Foreign Language	1	1	1	1	1	4.5%	4.8%	5.0%	5.3%	4.0%
Mathematics	3	3	3	3	3	13.6%	14.3%	15.0%	15.8%	12.0%
Science	3	2	1	1	2	13.6%	9.5%	5.0%	5.3%	8.0%
Vocational Education	4	5	5	4	5	18.2%	23.8%	25.0%	21.1%	20.0%
Other High School	6	5	5	4	7	27.3%	23.8%	25.0%	21.1%	28.0%

Total Enrollments	1,547	1,551	1,551	1,472	1,490	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	141	134	127	144	131	9.1%	8.6%	8.2%	9.8%	8.8%
Grades 1-4	451	485	495	465	522	29.2%	31.3%	31.9%	31.6%	35.0%
Grades 5-6	238	234	225	201	223	15.4%	15.1%	14.5%	13.7%	15.0%
Grades 7-8	258	240	247	216	191	16.7%	15.5%	15.9%	14.7%	12.8%
Grades 9-12	446	447	441	439	415	28.8%	28.8%	28.4%	29.8%	27.9%
Ungraded	13	11	16	7	8	0.8%	0.7%	1.0%	0.5%	0.5%



District Report for: TRENTON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	6	5	6	6	5.1%	6.3%	5.4%	7.0%	5.8%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	16.7%	0.0%
White - Males	4	5	4	4	4	80.0%	83.3%	80.0%	66.7%	66.7%
Black - Females	1	1	1	1	1	20.0%	16.7%	20.0%	16.7%	16.7%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	11	12	8	11	12.2%	11.6%	12.9%	9.3%	10.7%
White - Females	10	9	10	7	9	83.3%	81.8%	83.3%	87.5%	81.8%
White - Males	1	1	1	0	1	8.3%	9.1%	8.3%	0.0%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	8.3%	9.1%	8.3%	12.5%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	81	78	76	72	86	82.7%	82.1%	81.7%	83.7%	83.5%
White - Females	55	54	52	50	61	67.9%	69.2%	68.4%	69.4%	70.9%
White - Males	15	14	14	14	16	18.5%	17.9%	18.4%	19.4%	18.6%
Black - Females	8	9	9	7	7	9.9%	11.5%	11.8%	9.7%	8.1%
Black - Males	3	1	1	1	2	3.7%	1.3%	1.3%	1.4%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
25-29	7	8	10	4	4	8.9%	11.3%	15.2%	6.6%	5.7%
30-34	6	4	4	9	10	7.6%	5.6%	6.1%	14.8%	14.3%
35-39	9	9	9	5	8	11.4%	12.7%	13.6%	8.2%	11.4%
40-45	11	8	7	9	10	13.9%	11.3%	10.6%	14.8%	14.3%
45-49	16	16	13	11	10	20.3%	22.5%	19.7%	18.0%	14.3%
50-54	14	12	12	13	15	17.7%	16.9%	18.2%	21.3%	21.4%
55+	16	14	11	10	12	20.3%	19.7%	16.7%	16.4%	17.1%
Average Age	45.6	45.3	44.6	44.5	44.5					

Experience Distribution

Teachers by Experience

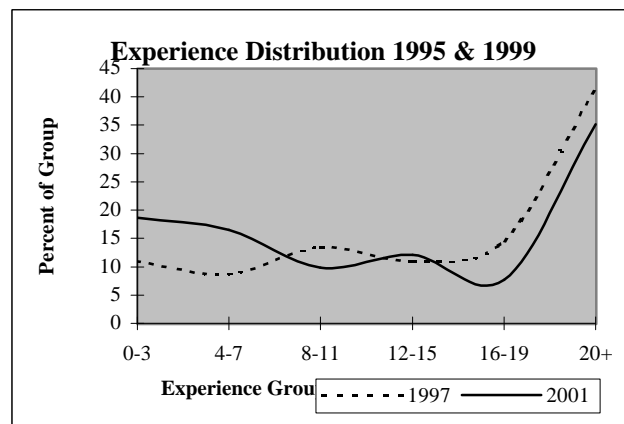
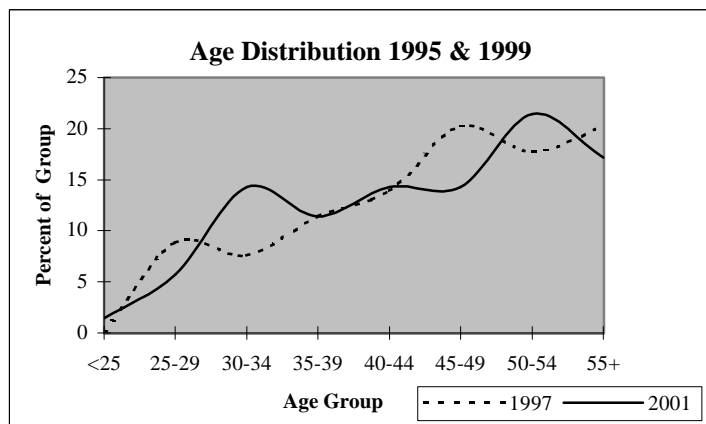
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	9	13	14	9	17	11.0%	16.3%	18.2%	12.2%	18.7%
4-7 Years	7	10	10	14	15	8.5%	12.5%	13.0%	18.9%	16.5%
8-11 Years	11	8	8	9	9	13.4%	10.0%	10.4%	12.2%	9.9%
12-15 Years	9	7	6	8	11	11.0%	8.8%	7.8%	10.8%	12.1%
16-19 Years	12	13	10	8	7	14.6%	16.3%	13.0%	10.8%	7.7%
20+ Years	34	29	29	26	32	41.5%	36.3%	37.7%	35.1%	35.2%
Average Experience	16.7	15.4	15.0	14.6	14.1					

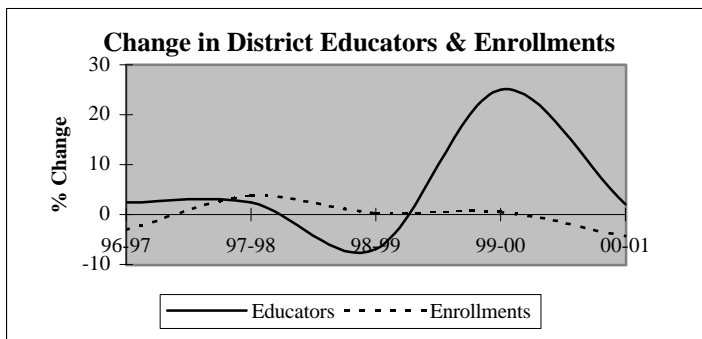
District Report for: TRENTON

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	12	11	11	2	-	12.1%	11.3%	11.6%	2.2%	-
Attrition from Transfers	2	1	0	0	-	2.0%	1.0%	0.0%	0.0%	-
Attrition from Exits	10	10	11	2	-	10.1%	10.3%	11.6%	2.2%	-
Teacher Attrition	11	10	8	2	-	13.4%	12.5%	10.4%	2.7%	-
Attrition from Transfers	2	1	0	0	-	2.4%	1.3%	0.0%	0.0%	-
Attrition from Exits	9	9	8	2	-	11.0%	11.3%	10.4%	2.7%	-
District Retention										
Educator Retention	87	86	84	87	-	87.9%	88.7%	88.4%	97.8%	-
Teacher Retention	71	70	69	72	-	86.6%	87.5%	89.6%	97.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	53.8%	7.7%	38.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.3%	0.0%	6.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.7%	0.0%	8.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	2.6%	5.8%	8.8%	10.4%	15.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.9%	3.3%	7.0%	9.4%	5.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	1.1%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.9%	91.8%	91.6%	94.4%	84.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.9%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	8.2%	8.4%	4.5%	13.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.2	15.4	16.7	13.4	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	20.1	22.2	16.7	15.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	1	-3	10	1	-	-	-	-	-
% Change in Educators	2.4%	2.4%	-7.0%	25.0%	2.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-20	24	2	3	-29	-	-	-	-	-
% Change in Enrollment:	-3.0%	3.8%	0.3%	0.5%	-4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	2.3%	0.0%	0.0%	5.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	9.3%	10.0%	8.0%	7.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.9%	14.0%	15.0%	12.0%	11.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.8%	4.7%	2.5%	2.0%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.2	44.8	43.4	40.9	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.9	15.7	15.1	12.5	13.1	13.8	13.7	13.7	13.4	13.3
Average Salary	31,372	31,431	32,965	32,940	32,167	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.9%	3.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.6%	90.9%	100.0%	92.5%	92.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	9.1%	10.0%	7.5%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.1%	na	4.8%	6.2%	6.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.2%	0.2%	0.1%	0.2%	1.7%	1.6%	1.8%	1.8%	1.8%

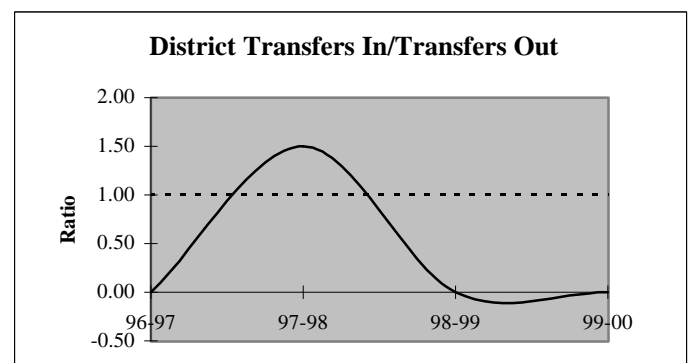
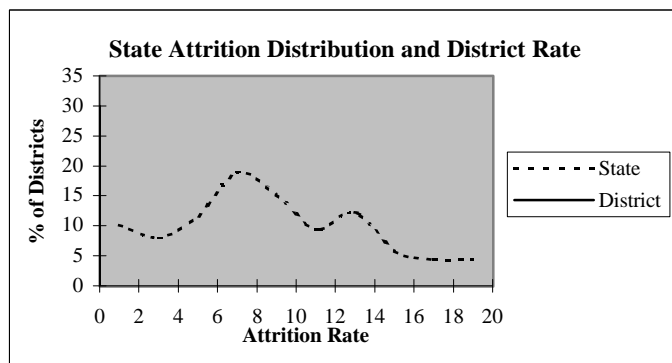
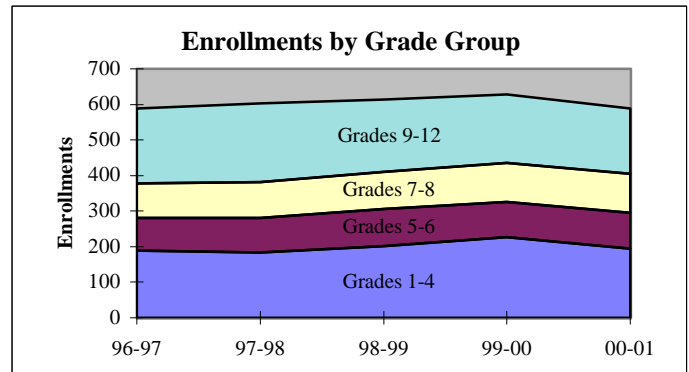
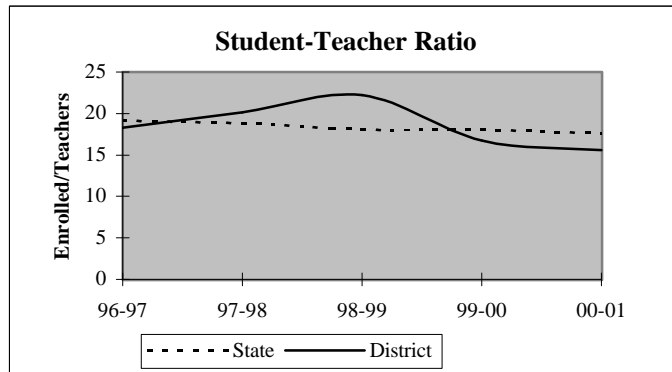
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	42	43	40	50	51	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	38	35	39	50	92.9%	88.4%	87.5%	78.0%	98.0%
Newly Hired	3	5	5	11	1	7.1%	11.6%	12.5%	22.0%	2.0%
Transfers In	0	3	1	3	0	0.0%	60.0%	20.0%	27.3%	0.0%
Reentrants	2	1	2	5	0	66.7%	20.0%	40.0%	45.5%	0.0%
First Time Educators	1	1	2	3	1	33.3%	20.0%	40.0%	27.3%	100.0%
Total Exiting Next Year	4	8	1	0	-	9.5%	18.6%	2.5%	0.0%	-
Transfers Out	1	2	0	0	-	25.0%	25.0%	0.0%	0.0%	-
Leave Tennessee Educ.	3	6	1	0	-	75.0%	75.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	18.6%	2.5%	0.0%	-
Transfers In/Out	0.00	1.50	nc	nc	-

District Report for: BRADFORD

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	42	43	40	50	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	4	4	4	4	4.8%	9.3%	10.0%	8.0%	7.8%
Professional Staff	5	6	6	6	6	11.9%	14.0%	15.0%	12.0%	11.8%
Total Teachers	35	33	30	40	41	83.3%	76.7%	75.0%	80.0%	80.4%
Special Education	3	3	3	3	3	8.6%	9.1%	10.0%	7.5%	7.3%
Pre-K & Kindergarten	2	3	3	3	3	5.7%	9.1%	10.0%	7.5%	7.3%
Elementary (1-4)	10	10	10	14	14	28.6%	30.3%	33.3%	35.0%	34.1%
Middle School (5-6)	5	4	3	4	5	14.3%	12.1%	10.0%	10.0%	12.2%
Jr. High (7-8)	4	4	3	4	4	11.4%	12.1%	10.0%	10.0%	9.8%
High School (9-12)	11	9	8	12	12	31.4%	27.3%	26.7%	30.0%	29.3%
Business	2	1	1	1	1	18.2%	11.1%	12.5%	8.3%	8.3%
Language Arts	0	0	1	1	1	0.0%	0.0%	12.5%	8.3%	8.3%
Social Studies	1	1	0	2	2	9.1%	11.1%	0.0%	16.7%	16.7%
Foreign Language	1	1	1	1	1	9.1%	11.1%	12.5%	8.3%	8.3%
Mathematics	2	1	0	2	2	18.2%	11.1%	0.0%	16.7%	16.7%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
Vocational Education	1	1	1	2	2	9.1%	11.1%	12.5%	16.7%	16.7%
Other High School	4	4	4	2	2	36.4%	44.4%	50.0%	16.7%	16.7%

Total Enrollments	640	664	666	669	640	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	60	51	40	50	7.8%	9.0%	7.7%	6.0%	7.8%
Grades 1-4	189	184	202	227	194	29.5%	27.7%	30.3%	33.9%	30.3%
Grades 5-6	91	97	104	99	102	14.2%	14.6%	15.6%	14.8%	15.9%
Grades 7-8	97	100	104	110	109	15.2%	15.1%	15.6%	16.4%	17.0%
Grades 9-12	211	222	204	192	184	33.0%	33.4%	30.6%	28.7%	28.8%
Ungraded	2	1	1	1	1	0.3%	0.2%	0.2%	0.1%	0.2%



District Report for: BRADFORD

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	4	4	4	4	4.8%	9.3%	10.0%	8.2%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	5	6	6	6	6	11.9%	14.0%	15.0%	12.2%	12.0%
White - Females	4	5	5	5	5	80.0%	83.3%	83.3%	83.3%	83.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	20.0%	16.7%	16.7%	16.7%	16.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	35	33	30	39	40	83.3%	76.7%	75.0%	79.6%	80.0%
White - Females	31	30	30	37	38	88.6%	90.9%	100.0%	94.9%	95.0%
White - Males	3	2	0	2	2	8.6%	6.1%	0.0%	5.1%	5.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	2.9%	3.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	1	4	2	0.0%	0.0%	3.6%	11.8%	5.7%
25-29	2	3	2	3	6	6.3%	10.3%	7.1%	8.8%	17.1%
30-34	4	2	3	4	2	12.5%	6.9%	10.7%	11.8%	5.7%
35-39	1	2	3	5	7	3.1%	6.9%	10.7%	14.7%	20.0%
40-45	6	5	1	0	0	18.8%	17.2%	3.6%	0.0%	0.0%
45-49	9	8	10	10	9	28.1%	27.6%	35.7%	29.4%	25.7%
50-54	5	5	5	5	6	15.6%	17.2%	17.9%	14.7%	17.1%
55+	5	4	3	3	3	15.6%	13.8%	10.7%	8.8%	8.6%
Average Age	45.2	44.8	43.4	40.9	41.5					

Experience Distribution

Teachers by Experience

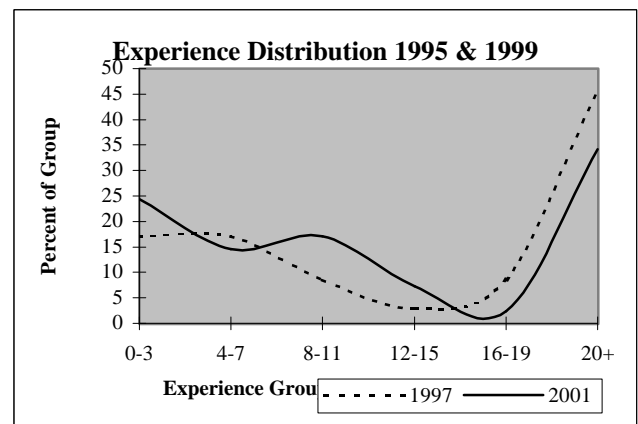
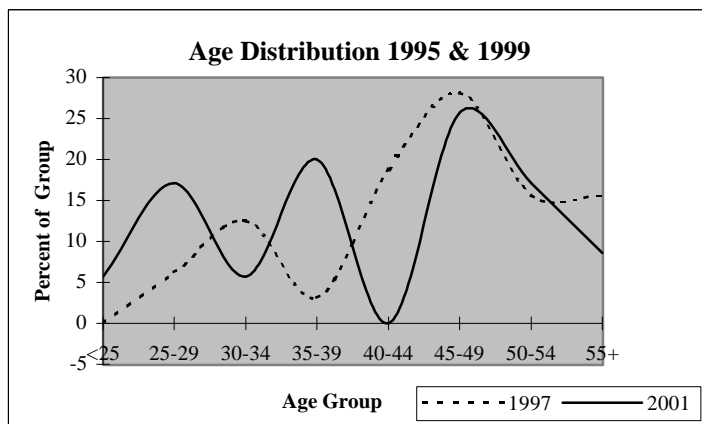
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	6	6	5	12	10	17.1%	18.2%	16.7%	30.0%	24.4%
4-7 Years	6	4	5	6	6	17.1%	12.1%	16.7%	15.0%	14.6%
8-11 Years	3	4	2	4	7	8.6%	12.1%	6.7%	10.0%	17.1%
12-15 Years	1	1	3	4	3	2.9%	3.0%	10.0%	10.0%	7.3%
16-19 Years	3	2	1	0	1	8.6%	6.1%	3.3%	0.0%	2.4%
20+ Years	16	16	14	14	14	45.7%	48.5%	46.7%	35.0%	34.1%
Average Experience	14.9	15.7	15.1	12.5	13.1					

District Report for: BRADFORD

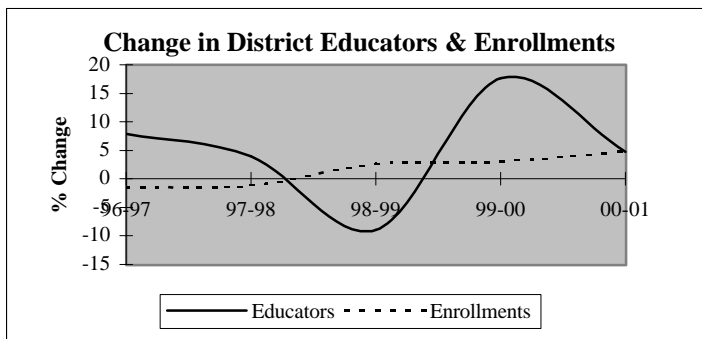
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	4	8	1	0	-	9.5%	18.6%	2.5%	0.0%	-
Attrition from Transfers	1	2	0	0	-	2.4%	4.7%	0.0%	0.0%	-
Attrition from Exits	3	6	1	0	-	7.1%	14.0%	2.5%	0.0%	-
Teacher Attrition	4	6	1	0	-	11.4%	18.2%	3.3%	0.0%	-
Attrition from Transfers	1	1	0	0	-	2.9%	3.0%	0.0%	0.0%	-
Attrition from Exits	3	5	1	0	-	8.6%	15.2%	3.3%	0.0%	-
District Retention										
Educator Retention	38	35	39	50	-	90.5%	81.4%	97.5%	100.0%	-
Teacher Retention	31	27	29	40	-	88.6%	81.8%	96.7%	100.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	92.3%	0.0%	7.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	88.9%	0.0%	11.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	0.0%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	75.0%	25.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	0.0%	2.2%	7.8%	16.0%	17.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	2.2%	7.8%	12.0%	3.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	4.8%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.1%	95.3%	90.0%	84.0%	98.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	4.7%	10.0%	16.0%	2.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: GIBSON CO SP DIST



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.6	15.7	17.7	15.5	15.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.8	17.9	20.0	17.4	17.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	11	6	-14	25	8	-	-	-	-	-
% Change in Educators	7.9%	4.0%	-9.0%	17.6%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-37	-31	63	76	127	-	-	-	-	-
% Change in Enrollment:	-1.5%	-1.2%	2.6%	3.0%	4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.3%	4.5%	6.3%	5.4%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	6.7%	7.7%	4.9%	5.4%	6.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.7%	2.0%	2.2%	1.9%	1.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	12.5%	28.6%	22.2%	22.2%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.0	41.3	42.2	41.9	42.1	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	12.9	13.4	12.8	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,382	29,465	30,418	31,959	31,171	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	2.3%	2.5%	2.1%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.7%	74.5%	73.8%	73.8%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.1%	10.2%	8.7%	10.1%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.2%	na	10.4%	10.3%	10.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.9%	0.9%	1.1%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

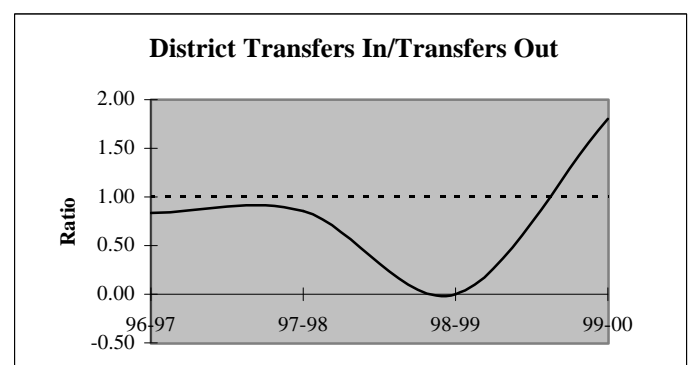
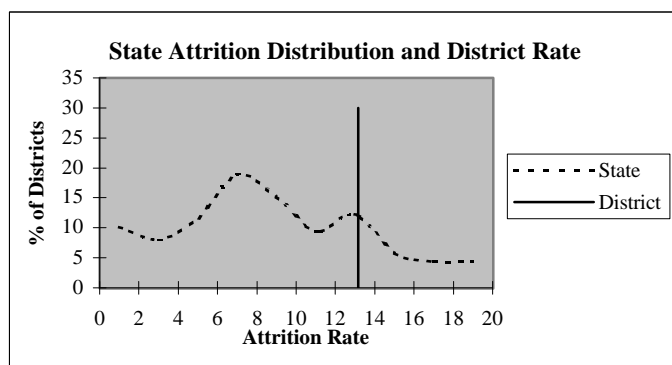
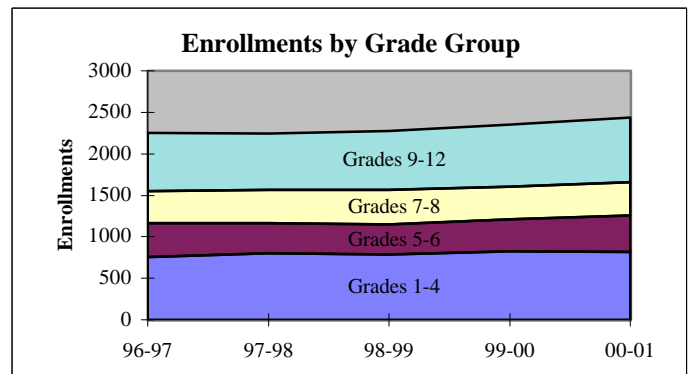
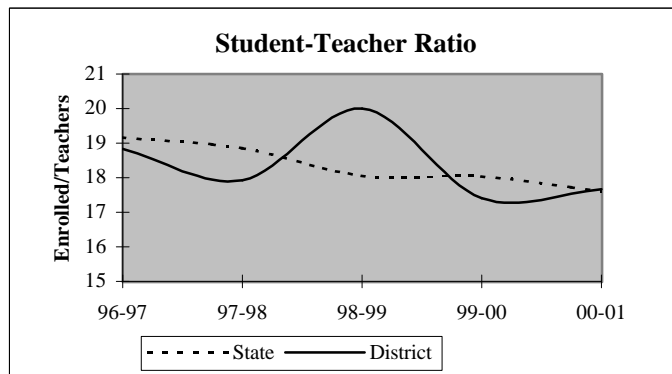
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	150	156	142	167	175	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	128	138	129	138	145	85.3%	88.5%	90.8%	82.6%	82.9%
Newly Hired	22	18	13	29	30	14.7%	11.5%	9.2%	17.4%	17.1%
Transfers In	5	6	2	9	3	22.7%	33.3%	15.4%	31.0%	10.0%
Reentrants	8	3	1	9	8	36.4%	16.7%	7.7%	31.0%	26.7%
First Time Educators	9	9	10	11	19	40.9%	50.0%	76.9%	37.9%	63.3%
Total Exiting Next Year	12	27	4	22	-	8.0%	17.3%	2.8%	13.2%	-
Transfers Out	6	7	0	5	-	50.0%	25.9%	0.0%	22.7%	-
Leave Tennessee Educ.	6	20	4	17	-	50.0%	74.1%	100.0%	77.3%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	17.3%	2.8%	13.2%	-
Transfers In/Out	0.83	0.86	nc	1.80	-

District Report for: GIBSON CO SP DIST

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	150	156	142	167	175	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	7	9	9	10	5.3%	4.5%	6.3%	5.4%	5.7%
Professional Staff	10	12	7	9	11	6.7%	7.7%	4.9%	5.4%	6.3%
Total Teachers	132	137	126	149	154	88.0%	87.8%	88.7%	89.2%	88.0%
Special Education	8	14	11	15	15	6.1%	10.2%	8.7%	10.1%	9.7%
Pre-K & Kindergarten	10	10	9	13	15	7.6%	7.3%	7.1%	8.7%	9.7%
Elementary (1-4)	41	42	42	49	51	31.1%	30.7%	33.3%	32.9%	33.1%
Middle School (5-6)	20	20	18	22	21	15.2%	14.6%	14.3%	14.8%	13.6%
Jr. High (7-8)	21	20	15	17	17	15.9%	14.6%	11.9%	11.4%	11.0%
High School (9-12)	32	31	31	33	35	24.2%	22.6%	24.6%	22.1%	22.7%
Business	1	0	1	2	2	3.1%	0.0%	3.2%	6.1%	5.7%
Language Arts	4	4	3	4	4	12.5%	12.9%	9.7%	12.1%	11.4%
Social Studies	2	4	4	4	5	6.3%	12.9%	12.9%	12.1%	14.3%
Foreign Language	1	1	1	1	1	3.1%	3.2%	3.2%	3.0%	2.9%
Mathematics	3	3	3	4	5	9.4%	9.7%	9.7%	12.1%	14.3%
Science	3	2	2	3	5	9.4%	6.5%	6.5%	9.1%	14.3%
Vocational Education	9	9	10	10	9	28.1%	29.0%	32.3%	30.3%	25.7%
Other High School	9	8	7	5	4	28.1%	25.8%	22.6%	15.2%	11.4%

Total Enrollments	2,487	2,456	2,519	2,595	2,722	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	212	192	220	216	248	8.5%	7.8%	8.7%	8.3%	9.1%
Grades 1-4	756	799	783	828	817	30.4%	32.5%	31.1%	31.9%	30.0%
Grades 5-6	409	362	369	386	440	16.4%	14.7%	14.6%	14.9%	16.2%
Grades 7-8	387	406	412	387	400	15.6%	16.5%	16.4%	14.9%	14.7%
Grades 9-12	697	675	710	749	781	28.0%	27.5%	28.2%	28.9%	28.7%
Ungraded	26	22	25	29	36	1.0%	0.9%	1.0%	1.1%	1.3%



District Report for: GIBSON CO SP DIST

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	8	7	9	9	10	5.4%	4.7%	6.6%	5.7%	6.0%
White - Females	1	2	2	2	2	12.5%	28.6%	22.2%	22.2%	20.0%
White - Males	7	5	7	7	8	87.5%	71.4%	77.8%	77.8%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	11	7	7	10	6.8%	7.3%	5.1%	4.4%	6.0%
White - Females	6	7	6	7	9	60.0%	63.6%	85.7%	100.0%	90.0%
White - Males	4	4	1	0	1	40.0%	36.4%	14.3%	0.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	129	132	121	143	147	87.8%	88.0%	88.3%	89.9%	88.0%
White - Females	93	98	89	106	110	72.1%	74.2%	73.6%	74.1%	74.8%
White - Males	32	31	29	34	34	24.8%	23.5%	24.0%	23.8%	23.1%
Black - Females	2	2	2	2	2	1.6%	1.5%	1.7%	1.4%	1.4%
Black - Males	2	1	1	1	1	1.6%	0.8%	0.8%	0.7%	0.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	3	2	4	1.7%	1.7%	2.9%	1.7%	3.4%
25-29	25	24	13	20	20	21.0%	20.2%	12.4%	16.7%	16.8%
30-34	16	15	18	19	14	13.4%	12.6%	17.1%	15.8%	11.8%
35-39	9	10	10	15	18	7.6%	8.4%	9.5%	12.5%	15.1%
40-45	11	11	8	6	8	9.2%	9.2%	7.6%	5.0%	6.7%
45-49	27	23	15	13	9	22.7%	19.3%	14.3%	10.8%	7.6%
50-54	19	25	27	29	28	16.0%	21.0%	25.7%	24.2%	23.5%
55+	10	9	11	16	18	8.4%	7.6%	10.5%	13.3%	15.1%
Average Age	41.0	41.3	42.2	41.9	42.1					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	35	31	29	40	43	26.5%	22.6%	23.0%	26.8%	27.9%
4-7 Years	25	28	26	28	28	18.9%	20.4%	20.6%	18.8%	18.2%
8-11 Years	7	13	11	13	16	5.3%	9.5%	8.7%	8.7%	10.4%
12-15 Years	6	8	9	13	10	4.5%	5.8%	7.1%	8.7%	6.5%
16-19 Years	9	9	7	9	8	6.8%	6.6%	5.6%	6.0%	5.2%
20+ Years	50	48	44	46	49	37.9%	35.0%	34.9%	30.9%	31.8%
Average Experience	13.1	12.9	13.4	12.8	12.9					

District Report for: GIBSON CO SP DIST

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	12	27	4	22	-	8.0%	17.3%	2.8%	13.2%	-
Attrition from Transfers	6	7	0	5	-	4.0%	4.5%	0.0%	3.0%	-
Attrition from Exits	6	20	4	17	-	4.0%	12.8%	2.8%	10.2%	-
Teacher Attrition	9	22	3	20	-	6.8%	16.1%	2.4%	13.4%	-
Attrition from Transfers	5	6	0	5	-	3.8%	4.4%	0.0%	3.4%	-
Attrition from Exits	4	16	3	15	-	3.0%	11.7%	2.4%	10.1%	-

District Retention

Educator Retention	138	129	138	145	-	92.0%	82.7%	97.2%	86.8%	-
Teacher Retention	123	115	123	129	-	93.2%	83.9%	97.6%	86.6%	-

Teacher Retention

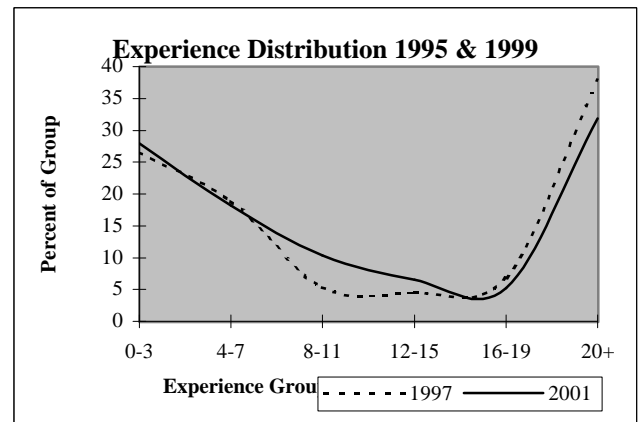
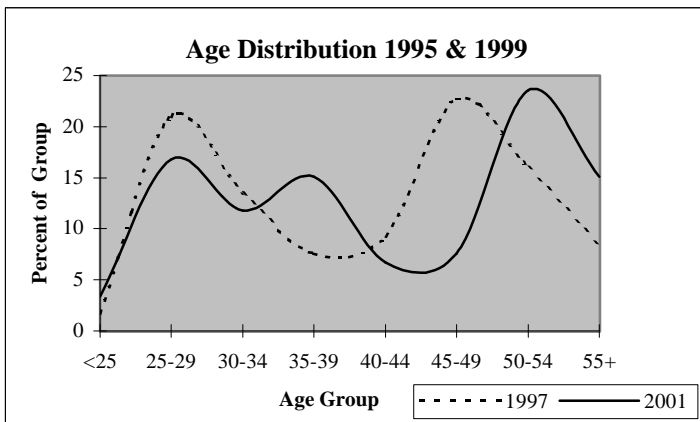
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.0%	11.1%	8.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.5%	7.3%	12.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	95.0%	2.5%	2.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.8%	2.4%	9.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	79.5%	7.7%	12.8%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	86.7%	0.0%	13.3%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

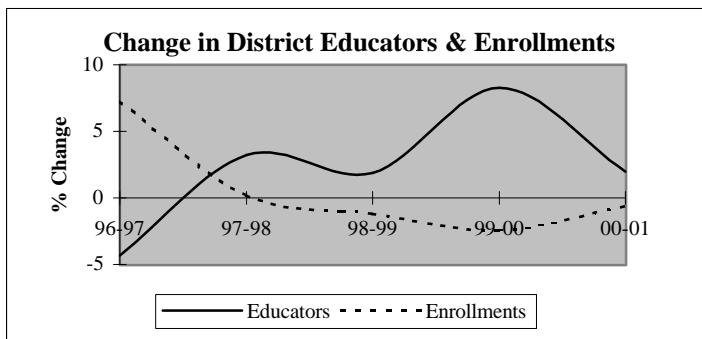
Incomplete Responses	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Race	10.9%	15.4%	21.8%	24.9%	24.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.0%	11.4%	16.2%	15.4%	10.1%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	0.0%	1.3%	0.0%	3.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.7%	89.7%	92.3%	83.8%	84.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.3%	9.0%	7.7%	12.6%	15.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: GILES COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.6	16.1	15.6	14.0	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.6	18.8	18.2	16.4	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-14	10	6	27	7	-	-	-	-	-
% Change in Educators	-4.3%	3.2%	1.9%	8.3%	2.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	348	9	-63	-124	-30	-	-	-	-	-
% Change in Enrollment:	7.3%	0.2%	-1.2%	-2.4%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.5%	3.8%	4.0%	3.7%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.9%	10.6%	10.4%	10.5%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.7%	4.2%	5.2%	5.1%	5.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	9.1%	16.7%	15.4%	7.7%	7.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	9.1%	16.7%	15.4%	23.1%	23.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.2	43.7	44.2	44.8	45.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.0	14.1	14.5	14.3	14.8	13.8	13.7	13.7	13.4	13.3
Average Salary	30,833	30,756	32,020	32,909	33,457	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.8%	3.8%	4.9%	5.3%	4.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	78.5%	78.1%	78.2%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.7%	9.5%	10.0%	11.2%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	15.9%	na	16.4%	17.2%	17.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.5%	0.0%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

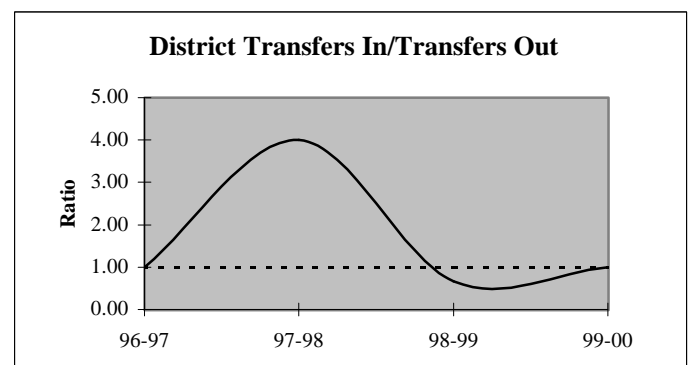
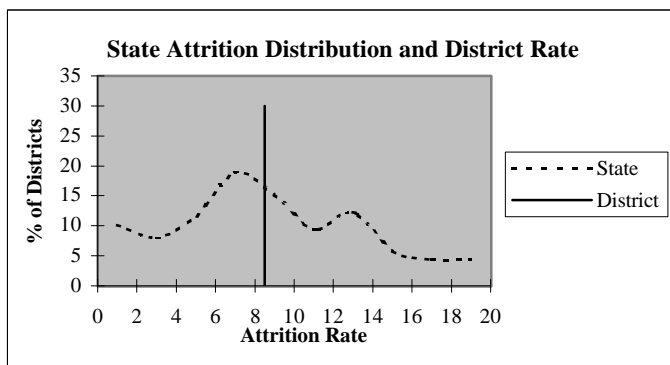
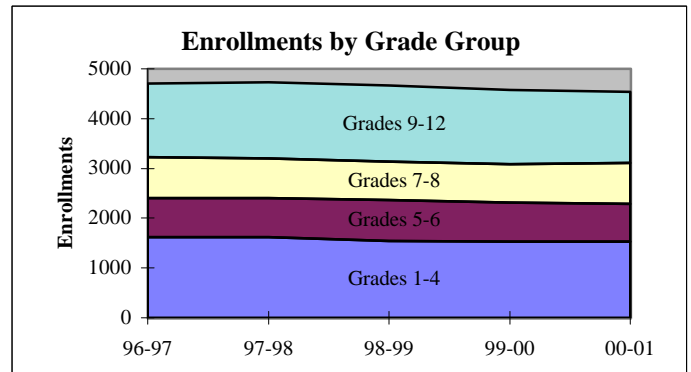
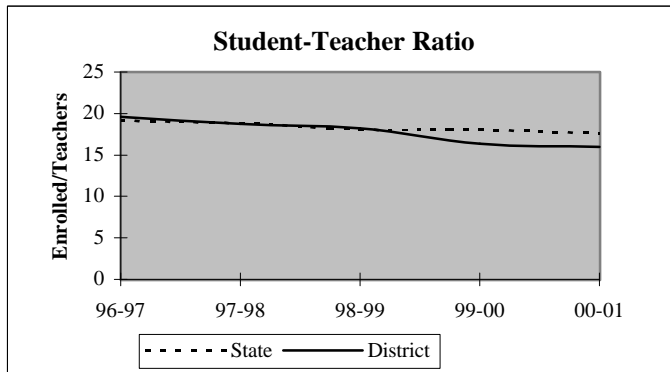
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	310	320	326	353	360	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	288	291	301	317	323	92.9%	90.9%	92.3%	89.8%	89.7%
Newly Hired	22	29	25	36	37	7.1%	9.1%	7.7%	10.2%	10.3%
Transfers In	4	4	2	5	6	18.2%	13.8%	8.0%	13.9%	16.2%
Reentrants	6	8	9	13	16	27.3%	27.6%	36.0%	36.1%	43.2%
First Time Educators	12	17	14	18	15	54.5%	58.6%	56.0%	50.0%	40.5%
Total Exiting Next Year	19	19	9	30	-	6.1%	5.9%	2.8%	8.5%	-
Transfers Out	4	1	3	5	-	21.1%	5.3%	33.3%	16.7%	-
Leave Tennessee Educ.	15	18	6	25	-	78.9%	94.7%	66.7%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	5.9%	2.8%	8.5%	-
Transfers In/Out	1.00	4.00	0.67	1.00	-

District Report for: GILES COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	310	320	326	353	360	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	12	13	13	13	3.5%	3.8%	4.0%	3.7%	3.6%
Professional Staff	37	34	34	37	38	11.9%	10.6%	10.4%	10.5%	10.6%
Total Teachers	262	274	279	303	309	84.5%	85.6%	85.6%	85.8%	85.8%
Special Education	28	26	28	34	34	10.7%	9.5%	10.0%	11.2%	11.0%
Pre-K & Kindergarten	19	18	19	20	20	7.3%	6.6%	6.8%	6.6%	6.5%
Elementary (1-4)	95	102	102	108	111	36.3%	37.2%	36.6%	35.6%	35.9%
Middle School (5-6)	29	30	30	34	32	11.1%	10.9%	10.8%	11.2%	10.4%
Jr. High (7-8)	28	27	27	30	32	10.7%	9.9%	9.7%	9.9%	10.4%
High School (9-12)	63	71	73	77	80	24.0%	25.9%	26.2%	25.4%	25.9%
Business	2	2	2	2	1	3.2%	2.8%	2.7%	2.6%	1.3%
Language Arts	12	10	12	14	12	19.0%	14.1%	16.4%	18.2%	15.0%
Social Studies	7	7	8	10	9	11.1%	9.9%	11.0%	13.0%	11.3%
Foreign Language	3	3	3	3	5	4.8%	4.2%	4.1%	3.9%	6.3%
Mathematics	7	8	8	9	9	11.1%	11.3%	11.0%	11.7%	11.3%
Science	6	10	8	10	10	9.5%	14.1%	11.0%	13.0%	12.5%
Vocational Education	18	19	19	17	18	28.6%	26.8%	26.0%	22.1%	22.5%
Other High School	8	12	13	12	16	12.7%	16.9%	17.8%	15.6%	20.0%

Total Enrollments	5,137	5,146	5,083	4,959	4,929	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	414	386	394	354	363	8.1%	7.5%	7.8%	7.1%	7.4%
Grades 1-4	1,615	1,616	1,539	1,532	1,534	31.4%	31.4%	30.3%	30.9%	31.1%
Grades 5-6	792	791	825	780	760	15.4%	15.4%	16.2%	15.7%	15.4%
Grades 7-8	818	790	775	779	814	15.9%	15.4%	15.2%	15.7%	16.5%
Grades 9-12	1,476	1,536	1,529	1,488	1,434	28.7%	29.8%	30.1%	30.0%	29.1%
Ungraded	22	27	21	26	24	0.4%	0.5%	0.4%	0.5%	0.5%



District Report for: GILES COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	12	13	13	13	3.7%	3.9%	4.2%	3.9%	3.8%
White - Females	1	1	1	3	3	9.1%	8.3%	7.7%	23.1%	23.1%
White - Males	9	9	10	9	9	81.8%	75.0%	76.9%	69.2%	69.2%
Black - Females	0	1	1	0	0	0.0%	8.3%	7.7%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	8.3%	7.7%	7.7%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	36	33	33	36	37	12.0%	10.8%	10.7%	10.8%	10.9%
White - Females	24	22	22	25	25	66.7%	66.7%	66.7%	69.4%	67.6%
White - Males	11	10	10	10	10	30.6%	30.3%	30.3%	27.8%	27.0%
Black - Females	1	1	1	1	1	2.8%	3.0%	3.0%	2.8%	2.7%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	252	261	263	285	289	84.3%	85.3%	85.1%	85.3%	85.3%
White - Females	199	202	202	219	221	79.0%	77.4%	76.8%	76.8%	76.5%
White - Males	41	49	48	51	54	16.3%	18.8%	18.3%	17.9%	18.7%
Black - Females	9	8	10	10	10	3.6%	3.1%	3.8%	3.5%	3.5%
Black - Males	2	2	3	4	3	0.8%	0.8%	1.1%	1.4%	1.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.4%	0.3%
Other - Males	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	1	4	3	0.4%	0.8%	0.4%	1.7%	1.3%
25-29	28	26	20	18	15	11.6%	10.9%	8.5%	7.4%	6.4%
30-34	24	26	25	23	23	10.0%	10.9%	10.7%	9.5%	9.7%
35-39	23	20	29	30	28	9.5%	8.4%	12.4%	12.4%	11.9%
40-45	51	44	35	33	27	21.2%	18.5%	15.0%	13.6%	11.4%
45-49	46	47	46	48	50	19.1%	19.7%	19.7%	19.8%	21.2%
50-54	41	40	42	46	46	17.0%	16.8%	17.9%	19.0%	19.5%
55+	27	33	36	40	44	11.2%	13.9%	15.4%	16.5%	18.6%
Average Age	43.2	43.7	44.2	44.8	45.5					

Experience Distribution

Teachers by Experience

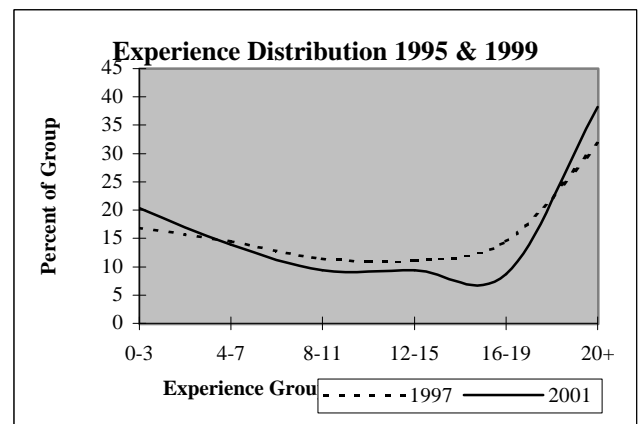
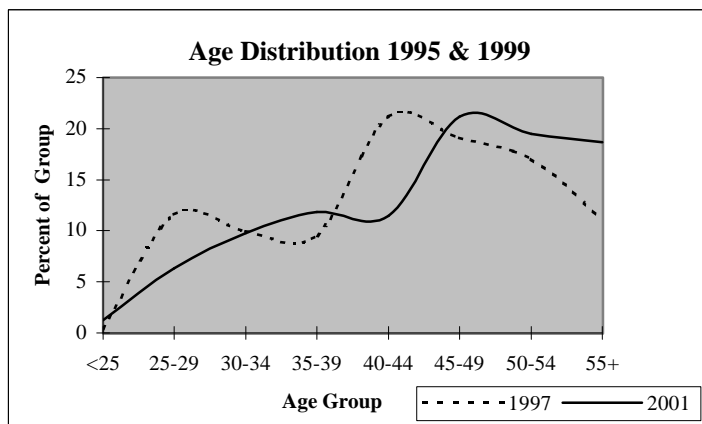
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	44	52	55	62	63	16.8%	19.0%	19.7%	20.5%	20.4%
4-7 Years	38	41	35	48	43	14.5%	15.0%	12.5%	15.8%	13.9%
8-11 Years	30	29	32	24	29	11.5%	10.6%	11.5%	7.9%	9.4%
12-15 Years	29	26	23	30	29	11.1%	9.5%	8.2%	9.9%	9.4%
16-19 Years	38	34	35	30	27	14.5%	12.4%	12.5%	9.9%	8.7%
20+ Years	83	92	99	109	118	31.7%	33.6%	35.5%	36.0%	38.2%
Average Experience	14.0	14.1	14.5	14.3	14.8					

District Report for: GILES COUNTY

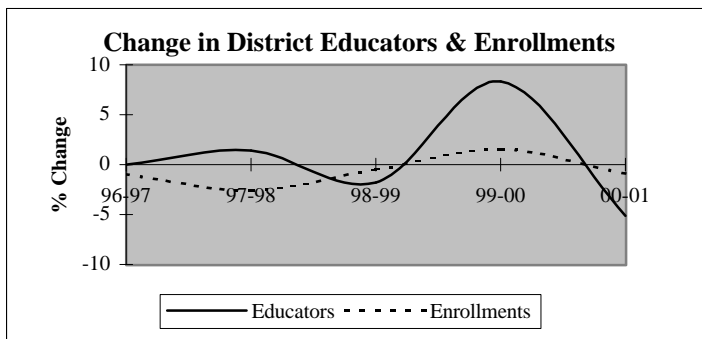
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	19	19	9	30	-	6.1%	5.9%	2.8%	8.5%	-
Attrition from Transfers	4	1	3	5	-	1.3%	0.3%	0.9%	1.4%	-
Attrition from Exits	15	18	6	25	-	4.8%	5.6%	1.8%	7.1%	-
Teacher Attrition	14	18	6	25	-	5.3%	6.6%	2.2%	8.3%	-
Attrition from Transfers	3	1	2	4	-	1.1%	0.4%	0.7%	1.3%	-
Attrition from Exits	11	17	4	21	-	4.2%	6.2%	1.4%	6.9%	-
District Retention										
Educator Retention	291	301	317	323	-	93.9%	94.1%	97.2%	91.5%	-
Teacher Retention	248	256	273	278	-	94.7%	93.4%	97.8%	91.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.8%	3.8%	15.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	88.2%	1.5%	10.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	94.7%	0.0%	5.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.4%	0.0%	6.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	89.7%	0.0%	10.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.0%	0.0%	8.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.3%	11.8%	14.0%	16.7%	16.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.3%	7.1%	9.2%	9.3%	8.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.0%	0.3%	0.8%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.9%	92.3%	90.4%	90.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.3%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	7.8%	7.1%	8.8%	9.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: GRAINGER COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.6	15.0	15.2	14.3	14.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.1	17.6	18.1	17.1	18.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	3	-4	18	-12	-	-	-	-	-
% Change in Educators	0.0%	1.4%	-1.8%	8.3%	-5.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-32	-87	-16	51	-30	-	-	-	-	-
% Change in Enrollment:	-0.9%	-2.6%	-0.5%	1.5%	-0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.4%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	5.0%	5.1%	4.7%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.3%	9.5%	10.6%	11.5%	12.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.5%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	9.1%	9.1%	9.1%	9.1%	18.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.1	41.0	42.3	42.4	42.5	43.3	43.5	43.6	43.7	43.9
Average Experience	11.9	12.4	13.6	13.6	13.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,862	30,146	32,067	32,932	32,792	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.6%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.8%	72.9%	72.0%	71.4%	70.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.9%	6.4%	5.5%	7.1%	7.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.6%	na	0.7%	1.0%	1.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	0.9%	1.5%	1.0%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

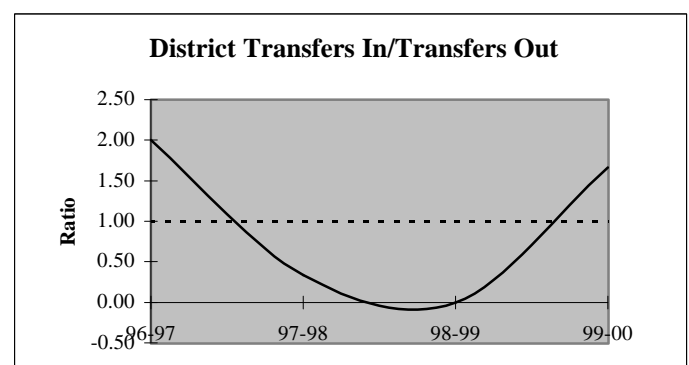
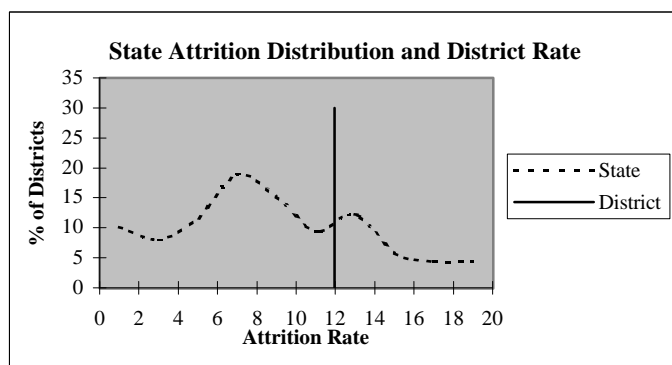
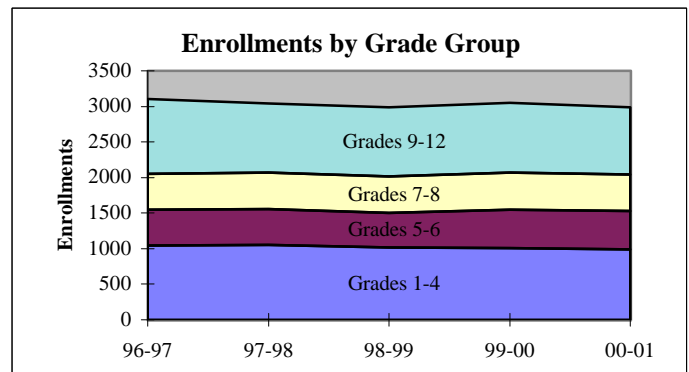
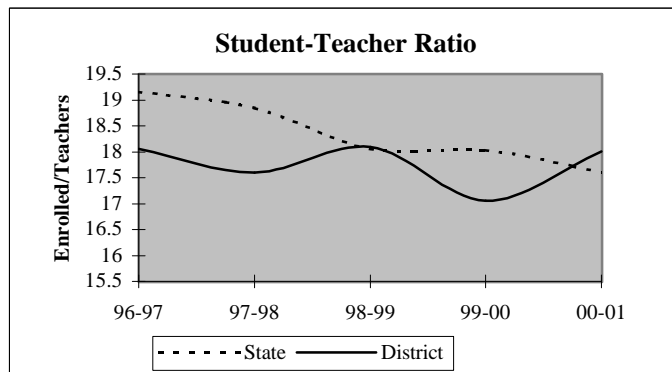
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	217	220	216	234	222	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	203	210	207	215	206	93.5%	95.5%	95.8%	91.9%	92.8%
Newly Hired	14	10	9	19	16	6.5%	4.5%	4.2%	8.1%	7.2%
Transfers In	2	1	1	5	2	14.3%	10.0%	11.1%	26.3%	12.5%
Reentrants	5	1	2	1	5	35.7%	10.0%	22.2%	5.3%	31.3%
First Time Educators	7	8	6	13	9	50.0%	80.0%	66.7%	68.4%	56.3%
Total Exiting Next Year	7	13	1	28	-	3.2%	5.9%	0.5%	12.0%	-
Transfers Out	1	3	0	3	-	14.3%	23.1%	0.0%	10.7%	-
Leave Tennessee Educ.	6	10	1	25	-	85.7%	76.9%	100.0%	89.3%	-

Dynamics Rates	District Rates				
District Attrition	3.2%	5.9%	0.5%	12.0%	-
Transfers In/Out	2.00	0.33	nc	1.67	-

District Report for: GRAINGER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	217	220	216	234	222	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	11	5.1%	5.0%	5.1%	4.7%	5.0%
Professional Staff	18	21	23	27	27	8.3%	9.5%	10.6%	11.5%	12.2%
Total Teachers	188	188	182	196	184	86.6%	85.5%	84.3%	83.8%	82.9%
Special Education	13	12	10	14	13	6.9%	6.4%	5.5%	7.1%	7.1%
Pre-K & Kindergarten	16	16	16	16	17	8.5%	8.5%	8.8%	8.2%	9.2%
Elementary (1-4)	71	72	72	74	66	37.8%	38.3%	39.6%	37.8%	35.9%
Middle School (5-6)	20	20	18	20	24	10.6%	10.6%	9.9%	10.2%	13.0%
Jr. High (7-8)	19	20	21	23	19	10.1%	10.6%	11.5%	11.7%	10.3%
High School (9-12)	49	48	45	49	45	26.1%	25.5%	24.7%	25.0%	24.5%
Business	2	2	1	0	0	4.1%	4.2%	2.2%	0.0%	0.0%
Language Arts	10	6	7	10	7	20.4%	12.5%	15.6%	20.4%	15.6%
Social Studies	6	6	6	6	6	12.2%	12.5%	13.3%	12.2%	13.3%
Foreign Language	1	1	1	1	2	2.0%	2.1%	2.2%	2.0%	4.4%
Mathematics	4	5	5	6	5	8.2%	10.4%	11.1%	12.2%	11.1%
Science	5	5	5	5	5	10.2%	10.4%	11.1%	10.2%	11.1%
Vocational Education	12	13	11	16	13	24.5%	27.1%	24.4%	32.7%	28.9%
Other High School	9	10	9	5	7	18.4%	20.8%	20.0%	10.2%	15.6%

Total Enrollments	3,395	3,308	3,292	3,343	3,313	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	255	233	269	258	298	7.5%	7.0%	8.2%	7.7%	9.0%
Grades 1-4	1,047	1,049	1,017	1,011	987	30.8%	31.7%	30.9%	30.2%	29.8%
Grades 5-6	498	509	489	537	543	14.7%	15.4%	14.9%	16.1%	16.4%
Grades 7-8	505	512	507	518	511	14.9%	15.5%	15.4%	15.5%	15.4%
Grades 9-12	1,058	975	977	985	947	31.2%	29.5%	29.7%	29.5%	28.6%
Ungraded	32	30	33	34	27	0.9%	0.9%	1.0%	1.0%	0.8%



District Report for: GRAINGER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	11	11	11	11	5.2%	5.2%	5.2%	4.8%	5.1%
White - Females	1	1	1	1	2	9.1%	9.1%	9.1%	9.1%	18.2%
White - Males	10	10	10	10	9	90.9%	90.9%	90.9%	90.9%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	21	23	27	27	8.6%	9.9%	10.9%	11.9%	12.6%
White - Females	13	14	16	19	20	72.2%	66.7%	69.6%	70.4%	74.1%
White - Males	5	7	7	8	7	27.8%	33.3%	30.4%	29.6%	25.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	181	181	177	189	177	86.2%	85.0%	83.9%	83.3%	82.3%
White - Females	134	135	130	139	129	74.0%	74.6%	73.4%	73.5%	72.9%
White - Males	47	45	47	50	48	26.0%	24.9%	26.6%	26.5%	27.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	0	0	0	0.0%	0.6%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	1	3	4	0.6%	0.0%	0.7%	1.9%	2.8%
25-29	29	21	11	10	10	18.0%	13.4%	7.2%	6.3%	6.9%
30-34	23	28	31	33	26	14.3%	17.8%	20.4%	20.6%	17.9%
35-39	17	16	13	17	17	10.6%	10.2%	8.6%	10.6%	11.7%
40-45	32	32	26	22	15	19.9%	20.4%	17.1%	13.8%	10.3%
45-49	34	30	30	30	33	21.1%	19.1%	19.7%	18.8%	22.8%
50-54	17	21	30	33	29	10.6%	13.4%	19.7%	20.6%	20.0%
55+	8	9	10	12	11	5.0%	5.7%	6.6%	7.5%	7.6%
Average Age	40.1	41.0	42.3	42.4	42.5					

Experience Distribution

Teachers by Experience

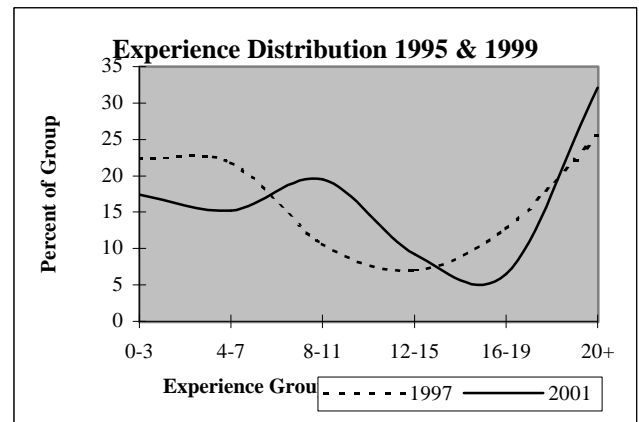
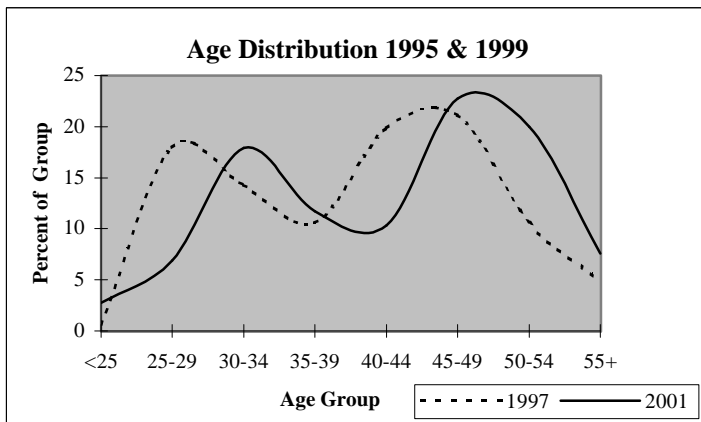
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	42	35	21	29	32	22.3%	18.6%	11.5%	14.8%	17.4%
4-7 Years	41	43	46	44	28	21.8%	22.9%	25.3%	22.4%	15.2%
8-11 Years	20	22	21	26	36	10.6%	11.7%	11.5%	13.3%	19.6%
12-15 Years	13	14	17	16	17	6.9%	7.4%	9.3%	8.2%	9.2%
16-19 Years	24	23	25	18	12	12.8%	12.2%	13.7%	9.2%	6.5%
20+ Years	48	51	52	63	59	25.5%	27.1%	28.6%	32.1%	32.1%
Average Experience	11.9	12.4	13.6	13.6	13.3					

District Report for: GRAINGER COUNTY

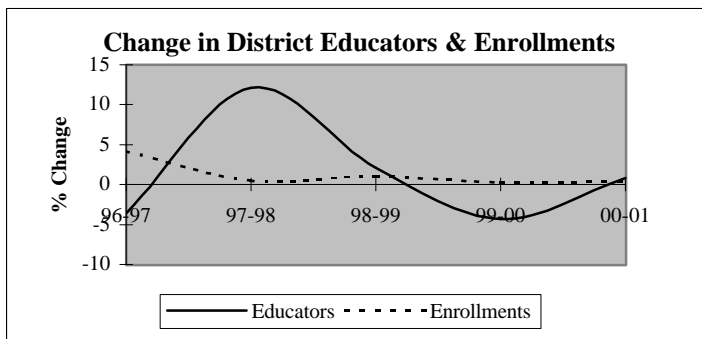
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	13	1	28	-	3.2%	5.9%	0.5%	12.0%	-
Attrition from Transfers	1	3	0	3	-	0.5%	1.4%	0.0%	1.3%	-
Attrition from Exits	6	10	1	25	-	2.8%	4.5%	0.5%	10.7%	-
Teacher Attrition	4	12	1	23	-	2.1%	6.4%	0.5%	11.7%	-
Attrition from Transfers	1	3	0	2	-	0.5%	1.6%	0.0%	1.0%	-
Attrition from Exits	3	9	1	21	-	1.6%	4.8%	0.5%	10.7%	-
District Retention										
Educator Retention	210	207	215	206	-	96.8%	94.1%	99.5%	88.0%	-
Teacher Retention	184	176	181	173	-	97.9%	93.6%	99.5%	88.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.4%	5.4%	16.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.7%	4.9%	2.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	95.7%	0.0%	4.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.1%	0.0%	6.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.4%	1.7%	6.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.7%	1.8%	5.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.9%	8.9%	10.8%	14.3%	13.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.5%	6.2%	7.5%	8.0%	7.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.9%	0.5%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	95.5%	96.3%	93.6%	93.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.5%	4.1%	3.7%	6.0%	6.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: GREENE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.7	14.9	14.8	15.5	15.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.1	17.0	16.7	17.7	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-16	52	10	-21	4	-	-	-	-	-
% Change in Educators	-3.6%	12.1%	2.1%	-4.3%	0.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	289	37	77	18	30	-	-	-	-	-
% Change in Enrollment:	4.2%	0.5%	1.1%	0.2%	0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.2%	0.0%	0.0%	0.0%	5.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.8%	5.2%	5.1%	5.1%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	6.8%	7.1%	6.5%	7.4%	7.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.2%	0.2%	0.2%	0.2%	0.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	24.0%	24.0%	28.0%	37.5%	45.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.3	43.2	42.8	42.8	42.8	43.3	43.5	43.6	43.7	43.9
Average Experience	15.0	14.5	14.2	14.1	13.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,077	30,127	31,352	32,437	32,138	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.3%	0.2%	0.2%	0.3%	0.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.2%	75.8%	75.6%	77.4%	76.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.1%	8.8%	9.0%	9.2%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.4%	na	1.2%	1.3%	1.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	1.7%	1.0%	0.9%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

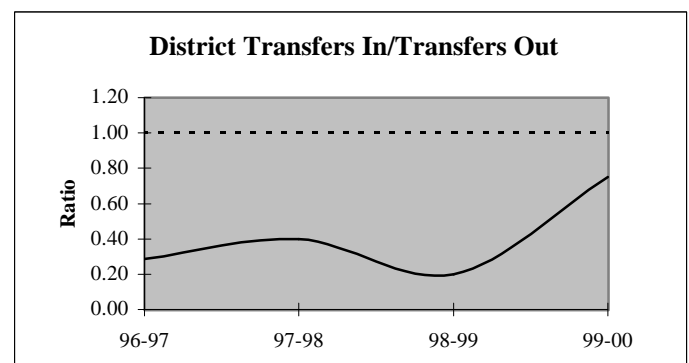
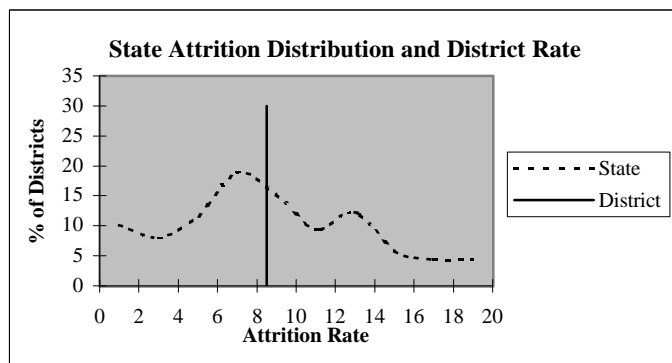
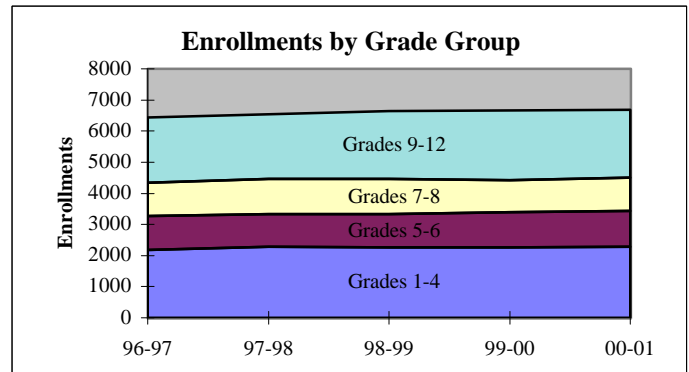
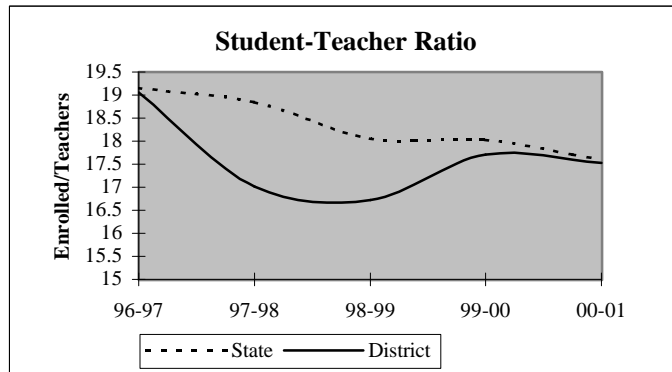
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	429	481	491	470	474	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	390	420	436	418	430	90.9%	87.3%	88.8%	88.9%	90.7%
Newly Hired	39	61	55	52	44	9.1%	12.7%	11.2%	11.1%	9.3%
Transfers In	2	4	3	3	3	5.1%	6.6%	5.5%	5.8%	6.8%
Reentrants	14	23	24	19	12	35.9%	37.7%	43.6%	36.5%	27.3%
First Time Educators	23	34	28	30	29	59.0%	55.7%	50.9%	57.7%	65.9%
Total Exiting Next Year	9	45	73	40	-	2.1%	9.4%	14.9%	8.5%	-
Transfers Out	7	10	15	4	-	77.8%	22.2%	20.5%	10.0%	-
Leave Tennessee Educ.	2	35	58	36	-	22.2%	77.8%	79.5%	90.0%	-

Dynamics Rates	District Rates				
District Attrition	2.1%	9.4%	14.9%	8.5%	-
Transfers In/Out	0.29	0.40	0.20	0.75	-

District Report for: GREENE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	429	481	491	470	474	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	25	25	25	24	24	5.8%	5.2%	5.1%	5.1%	5.1%
Professional Staff	29	34	32	35	33	6.8%	7.1%	6.5%	7.4%	7.0%
Total Teachers	375	422	434	411	417	87.4%	87.7%	88.4%	87.4%	88.0%
Special Education	34	37	39	38	38	9.1%	8.8%	9.0%	9.2%	9.1%
Pre-K & Kindergarten	24	29	29	25	29	6.4%	6.9%	6.7%	6.1%	7.0%
Elementary (1-4)	143	170	169	158	161	38.1%	40.3%	38.9%	38.4%	38.6%
Middle School (5-6)	43	46	51	55	48	11.5%	10.9%	11.8%	13.4%	11.5%
Jr. High (7-8)	50	44	45	41	44	13.3%	10.4%	10.4%	10.0%	10.6%
High School (9-12)	81	96	101	94	97	21.6%	22.7%	23.3%	22.9%	23.3%
Business	4	6	7	9	5	4.9%	6.3%	6.9%	9.6%	5.2%
Language Arts	12	14	14	14	15	14.8%	14.6%	13.9%	14.9%	15.5%
Social Studies	11	12	13	12	10	13.6%	12.5%	12.9%	12.8%	10.3%
Foreign Language	4	4	4	1	3	4.9%	4.2%	4.0%	1.1%	3.1%
Mathematics	10	12	13	14	14	12.3%	12.5%	12.9%	14.9%	14.4%
Science	6	12	12	10	12	7.4%	12.5%	11.9%	10.6%	12.4%
Vocational Education	18	17	19	18	18	22.2%	17.7%	18.8%	19.1%	18.6%
Other High School	16	19	19	16	20	19.8%	19.8%	18.8%	17.0%	20.6%

Total Enrollments	7,145	7,182	7,259	7,277	7,307	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	570	532	525	544	562	8.0%	7.4%	7.2%	7.5%	7.7%
Grades 1-4	2,171	2,277	2,260	2,272	2,287	30.4%	31.7%	31.1%	31.2%	31.3%
Grades 5-6	1,099	1,048	1,074	1,123	1,142	15.4%	14.6%	14.8%	15.4%	15.6%
Grades 7-8	1,064	1,128	1,121	1,027	1,083	14.9%	15.7%	15.4%	14.1%	14.8%
Grades 9-12	2,106	2,078	2,196	2,245	2,164	29.5%	28.9%	30.3%	30.9%	29.6%
Ungraded	135	119	83	66	69	1.9%	1.7%	1.1%	0.9%	0.9%



District Report for: GREENE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	24	24	24	23	23	5.7%	5.2%	5.1%	5.0%	5.0%
White - Females	6	6	7	9	11	25.0%	25.0%	29.2%	39.1%	47.8%
White - Males	18	18	17	14	12	75.0%	75.0%	70.8%	60.9%	52.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	33	32	35	32	6.9%	7.1%	6.7%	7.7%	6.9%
White - Females	23	26	24	26	24	79.3%	78.8%	75.0%	74.3%	75.0%
White - Males	6	7	8	9	8	20.7%	21.2%	25.0%	25.7%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	366	409	419	398	406	87.4%	87.8%	88.2%	87.3%	88.1%
White - Females	273	309	317	307	310	74.6%	75.6%	75.7%	77.1%	76.4%
White - Males	92	99	101	90	95	25.1%	24.2%	24.1%	22.6%	23.4%
Black - Females	1	1	1	1	1	0.3%	0.2%	0.2%	0.3%	0.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	7	6	7	7	1.2%	1.9%	1.6%	2.0%	2.1%
25-29	31	41	47	44	49	9.2%	11.2%	12.8%	12.7%	14.4%
30-34	29	29	37	40	34	8.6%	7.9%	10.1%	11.6%	10.0%
35-39	42	41	33	28	27	12.5%	11.2%	9.0%	8.1%	7.9%
40-45	66	65	67	56	50	19.6%	17.7%	18.2%	16.2%	14.7%
45-49	75	77	69	63	68	22.3%	21.0%	18.8%	18.2%	20.0%
50-54	55	63	69	75	69	16.4%	17.2%	18.8%	21.7%	20.3%
55+	34	44	40	33	36	10.1%	12.0%	10.9%	9.5%	10.6%
Average Age	43.3	43.2	42.8	42.8	42.8					

Experience Distribution

Teachers by Experience

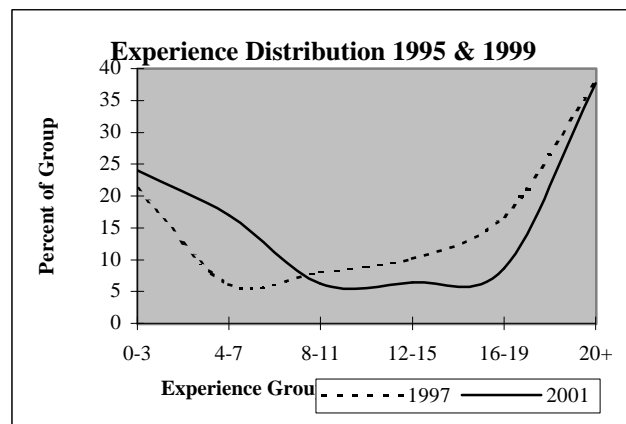
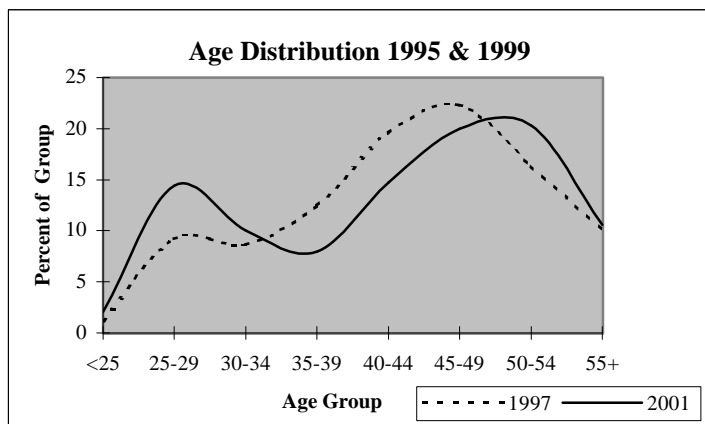
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	79	101	92	93	100	21.1%	23.9%	21.2%	22.6%	24.0%
4-7 Years	23	41	70	65	71	6.1%	9.7%	16.1%	15.8%	17.0%
8-11 Years	30	23	22	24	26	8.0%	5.5%	5.1%	5.8%	6.2%
12-15 Years	38	41	40	32	27	10.1%	9.7%	9.2%	7.8%	6.5%
16-19 Years	63	54	50	49	36	16.8%	12.8%	11.5%	11.9%	8.6%
20+ Years	142	162	160	148	157	37.9%	38.4%	36.9%	36.0%	37.6%
Average Experience	15.0	14.5	14.2	14.1	13.9					

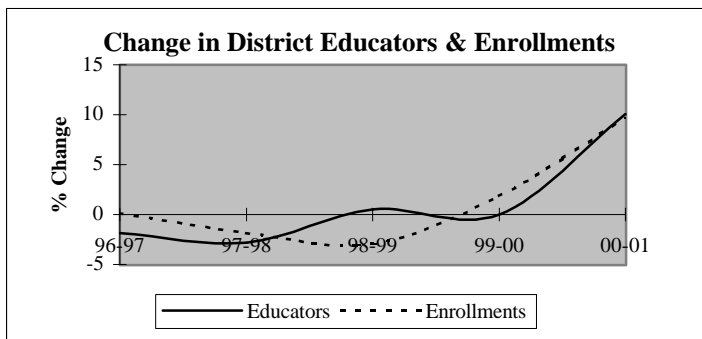
District Report for: GREENE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	45	73	40	-	2.1%	9.4%	14.9%	8.5%	-
Attrition from Transfers	7	10	15	4	-	1.6%	2.1%	3.1%	0.9%	-
Attrition from Exits	2	35	58	36	-	0.5%	7.3%	11.8%	7.7%	-
Teacher Attrition	9	37	66	36	-	2.4%	8.8%	15.2%	8.8%	-
Attrition from Transfers	7	9	14	4	-	1.9%	2.1%	3.2%	1.0%	-
Attrition from Exits	2	28	52	32	-	0.5%	6.6%	12.0%	7.8%	-
District Retention										
Educator Retention	420	436	418	430	-	97.9%	90.6%	85.1%	91.5%	-
Teacher Retention	366	385	368	375	-	97.6%	91.2%	84.8%	91.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	7.9%	17.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.5%	1.8%	12.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.7%	6.7%	9.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.5%	2.2%	11.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.0%	7.0%	7.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.7%	3.2%	8.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.6%	13.5%	16.9%	17.8%	17.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	9.4%	11.6%	8.7%	8.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	1.9%	0.8%	1.7%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	86.1%	87.0%	87.4%	89.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.2%	1.6%	0.4%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.6%	11.9%	10.6%	10.4%	8.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	12.4	12.5	12.1	12.3	12.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.0	15.1	14.4	14.7	14.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	-6	1	0	21	-	-	-	-	-
% Change in Educators	-1.8%	-2.8%	0.5%	0.0%	10.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	3	-49	-77	47	249	-	-	-	-	-
% Change in Enrollment:	0.1%	-1.9%	-3.0%	1.9%	9.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.1%	6.3%	5.3%	5.3%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.3%	10.6%	10.6%	11.1%	11.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.0%	2.5%	2.5%	2.0%	1.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	7.7%	7.7%	9.1%	9.1%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	23.1%	23.1%	18.2%	27.3%	21.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.4	45.0	44.6	44.2	44.6	43.3	43.5	43.6	43.7	43.9
Average Experience	14.9	15.2	14.8	14.7	14.6	13.8	13.7	13.7	13.4	13.3
Average Salary	35,937	36,845	38,391	39,642	39,084	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	2.4%	2.4%	1.8%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.7%	73.3%	74.9%	73.0%	74.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.8%	11.0%	10.3%	8.0%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.5%	na	8.8%	8.9%	10.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	1.8%	1.8%	3.2%	3.5%	1.7%	1.6%	1.8%	1.8%	1.8%

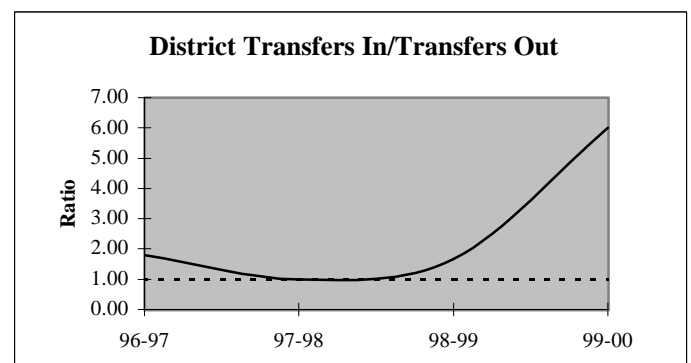
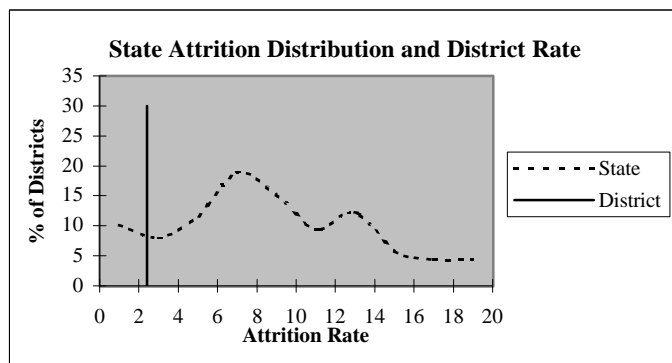
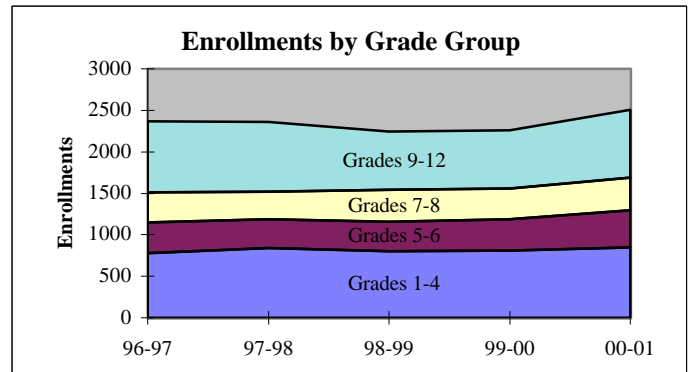
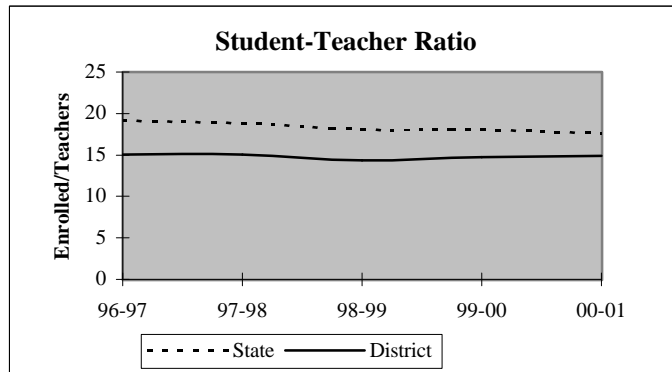
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	213	207	208	208	229	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	196	193	191	203	90.6%	94.7%	92.8%	91.8%	88.6%
Newly Hired	20	11	15	17	26	9.4%	5.3%	7.2%	8.2%	11.4%
Transfers In	9	1	5	6	1	45.0%	9.1%	33.3%	35.3%	3.8%
Reentrants	5	6	4	5	14	25.0%	54.5%	26.7%	29.4%	53.8%
First Time Educators	6	4	6	6	11	30.0%	36.4%	40.0%	35.3%	42.3%
Total Exiting Next Year	17	14	17	5	-	8.0%	6.8%	8.2%	2.4%	-
Transfers Out	5	1	3	1	-	29.4%	7.1%	17.6%	20.0%	-
Leave Tennessee Educ.	12	13	14	4	-	70.6%	92.9%	82.4%	80.0%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	6.8%	8.2%	2.4%	-
Transfers In/Out	1.80	1.00	1.67	6.00	-

District Report for: GREENEVILLE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	213	207	208	208	229	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	11	11	14	6.1%	6.3%	5.3%	5.3%	6.1%
Professional Staff	24	22	22	23	26	11.3%	10.6%	10.6%	11.1%	11.4%
Total Teachers	176	172	175	174	189	82.6%	83.1%	84.1%	83.7%	82.5%
Special Education	19	19	18	14	16	10.8%	11.0%	10.3%	8.0%	8.5%
Pre-K & Kindergarten	11	10	11	11	14	6.3%	5.8%	6.3%	6.3%	7.4%
Elementary (1-4)	55	55	59	56	61	31.3%	32.0%	33.7%	32.2%	32.3%
Middle School (5-6)	15	15	14	18	19	8.5%	8.7%	8.0%	10.3%	10.1%
Jr. High (7-8)	17	17	17	18	19	9.7%	9.9%	9.7%	10.3%	10.1%
High School (9-12)	59	56	56	57	60	33.5%	32.6%	32.0%	32.8%	31.7%
Business	3	3	3	2	2	5.1%	5.4%	5.4%	3.5%	3.3%
Language Arts	7	8	8	7	7	11.9%	14.3%	14.3%	12.3%	11.7%
Social Studies	6	6	6	6	6	10.2%	10.7%	10.7%	10.5%	10.0%
Foreign Language	3	3	2	4	4	5.1%	5.4%	3.6%	7.0%	6.7%
Mathematics	8	8	8	9	9	13.6%	14.3%	14.3%	15.8%	15.0%
Science	3	4	4	5	6	5.1%	7.1%	7.1%	8.8%	10.0%
Vocational Education	15	14	17	18	17	25.4%	25.0%	30.4%	31.6%	28.3%
Other High School	14	10	8	6	9	23.7%	17.9%	14.3%	10.5%	15.0%

Total Enrollments	2,642	2,593	2,516	2,563	2,812	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	228	188	194	218	211	8.6%	7.3%	7.7%	8.5%	7.5%
Grades 1-4	779	839	804	810	847	29.5%	32.4%	32.0%	31.6%	30.1%
Grades 5-6	371	345	349	381	448	14.0%	13.3%	13.9%	14.9%	15.9%
Grades 7-8	360	339	391	365	393	13.6%	13.1%	15.5%	14.2%	14.0%
Grades 9-12	854	835	699	706	815	32.3%	32.2%	27.8%	27.5%	29.0%
Ungraded	50	47	79	83	98	1.9%	1.8%	3.1%	3.2%	3.5%



District Report for: GREENEVILLE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	13	13	11	11	14	6.4%	6.6%	5.6%	5.6%	6.5%
White - Females	3	3	2	3	3	23.1%	23.1%	18.2%	27.3%	21.4%
White - Males	9	9	8	7	10	69.2%	69.2%	72.7%	63.6%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	7.7%	9.1%	9.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	21	21	22	25	11.3%	10.6%	10.6%	11.1%	11.5%
White - Females	17	16	15	16	20	73.9%	76.2%	71.4%	72.7%	80.0%
White - Males	6	5	6	6	5	26.1%	23.8%	28.6%	27.3%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	168	164	166	165	178	82.4%	82.8%	83.8%	83.3%	82.0%
White - Females	121	119	124	121	134	72.0%	72.6%	74.7%	73.3%	75.3%
White - Males	44	41	38	41	41	26.2%	25.0%	22.9%	24.8%	23.0%
Black - Females	2	2	2	2	2	1.2%	1.2%	1.2%	1.2%	1.1%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	0	1	1	0	0	0.0%	0.6%	0.6%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	0	1	2	0.6%	0.0%	0.0%	0.6%	1.2%
25-29	13	13	13	14	14	8.0%	8.2%	8.2%	8.9%	8.6%
30-34	15	14	16	19	17	9.2%	8.8%	10.1%	12.1%	10.4%
35-39	20	14	19	18	20	12.3%	8.8%	11.9%	11.5%	12.3%
40-45	24	30	22	22	23	14.7%	18.9%	13.8%	14.0%	14.1%
45-49	38	31	32	28	25	23.3%	19.5%	20.1%	17.8%	15.3%
50-54	27	31	28	28	32	16.6%	19.5%	17.6%	17.8%	19.6%
55+	25	26	29	27	30	15.3%	16.4%	18.2%	17.2%	18.4%
Average Age	44.4	45.0	44.6	44.2	44.6					

Experience Distribution

Teachers by Experience

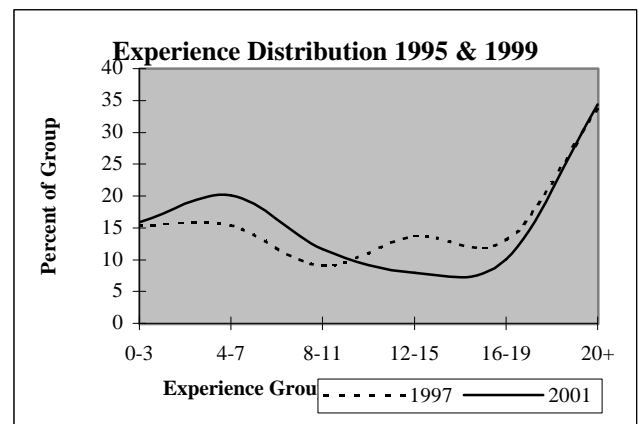
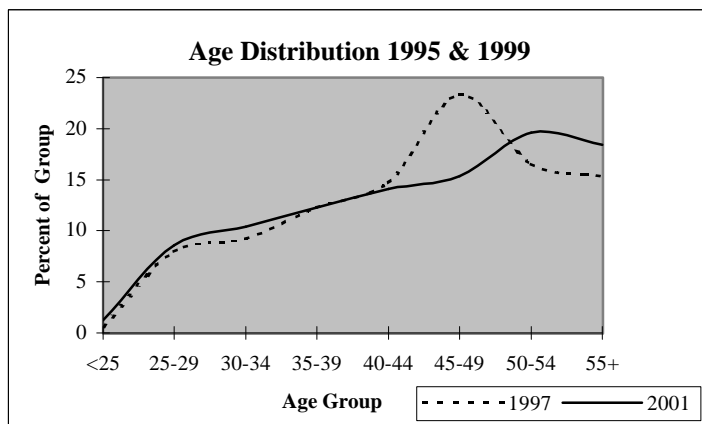
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	27	27	25	24	30	15.3%	15.7%	14.3%	13.8%	15.9%
4-7 Years	27	29	34	38	38	15.3%	16.9%	19.4%	21.8%	20.1%
8-11 Years	16	12	19	16	22	9.1%	7.0%	10.9%	9.2%	11.6%
12-15 Years	24	18	15	15	15	13.6%	10.5%	8.6%	8.6%	7.9%
16-19 Years	23	26	22	22	19	13.1%	15.1%	12.6%	12.6%	10.1%
20+ Years	59	60	60	59	65	33.5%	34.9%	34.3%	33.9%	34.4%
Average Experience	14.9	15.2	14.8	14.7	14.6					

District Report for: GREENEVILLE

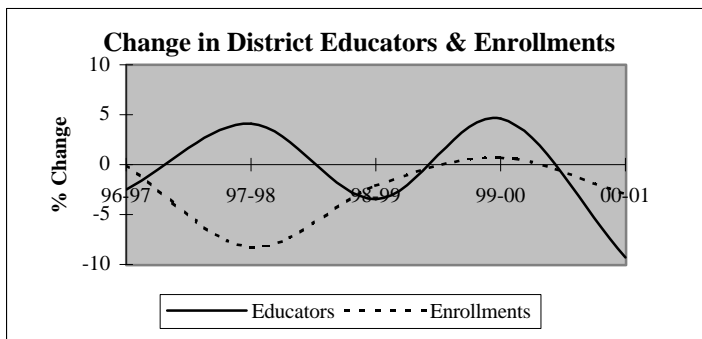
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	17	14	17	5	-	8.0%	6.8%	8.2%	2.4%	-
Attrition from Transfers	5	1	3	1	-	2.3%	0.5%	1.4%	0.5%	-
Attrition from Exits	12	13	14	4	-	5.6%	6.3%	6.7%	1.9%	-
Teacher Attrition	14	12	15	5	-	8.0%	7.0%	8.6%	2.9%	-
Attrition from Transfers	4	1	3	1	-	2.3%	0.6%	1.7%	0.6%	-
Attrition from Exits	10	11	12	4	-	5.7%	6.4%	6.9%	2.3%	-
District Retention										
Educator Retention	196	193	191	203	-	92.0%	93.2%	91.8%	97.6%	-
Teacher Retention	162	160	160	169	-	92.0%	93.0%	91.4%	97.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	74.2%	12.9%	12.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.1%	3.4%	3.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.1%	0.0%	13.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	97.5%	0.0%	2.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.1%	2.4%	2.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	97.7%	0.0%	2.3%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.9%	9.6%	12.9%	14.2%	16.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.1%	3.5%	7.3%	5.7%	5.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.5%	1.0%	0.5%	1.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	93.2%	94.7%	92.8%	89.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.0%	1.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	5.3%	4.8%	5.3%	10.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: GRUNDY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	12.3	12.4	12.0	12.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.2	14.4	14.6	14.0	14.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	8	-7	9	-19	-	-	-	-	-
% Change in Educators	-2.5%	4.1%	-3.4%	4.6%	-9.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-1	-224	-52	17	-72	-	-	-	-	-
% Change in Enrollment:	0.0%	-8.3%	-2.1%	0.7%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.5%	0.0%	1.5%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	5.9%	6.1%	5.9%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.9%	8.7%	8.3%	9.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	30.0%	33.3%	33.3%	41.7%	44.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.3	41.3	41.8	42.0	41.9	43.3	43.5	43.6	43.7	43.9
Average Experience	11.9	11.8	12.4	12.1	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,046	28,916	30,260	30,804	30,429	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.0%	77.5%	77.8%	76.7%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	20.2%	20.8%	21.0%	21.6%	19.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.3%	na	0.1%	0.1%	0.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	4.3%	4.1%	3.6%	3.1%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

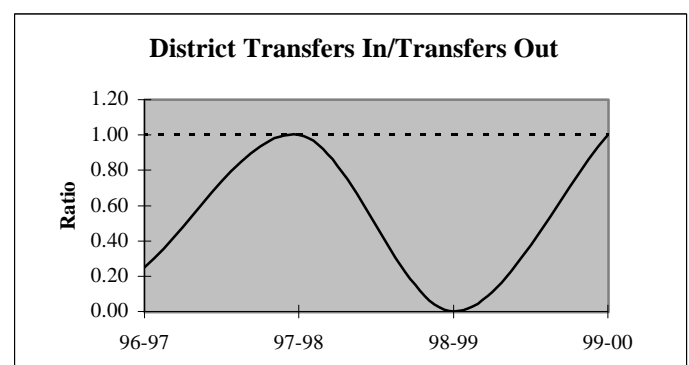
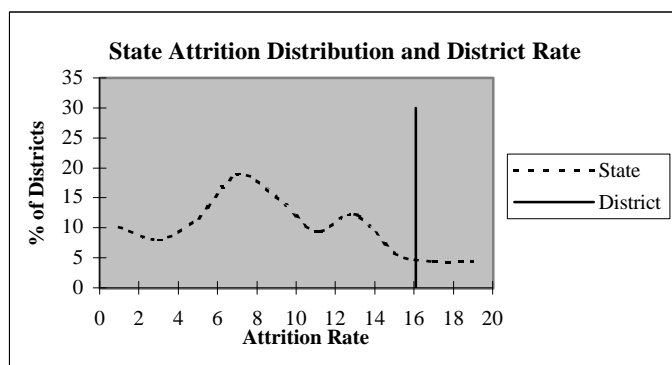
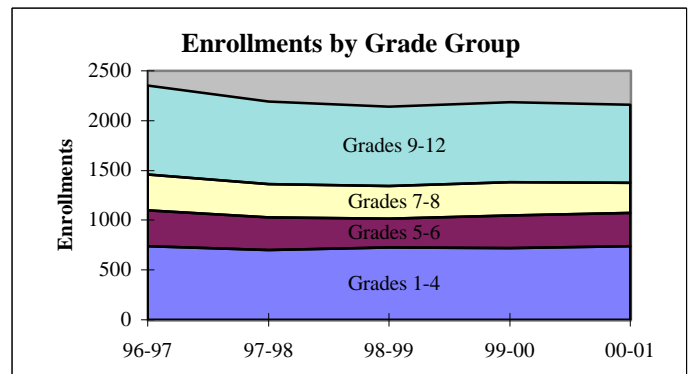
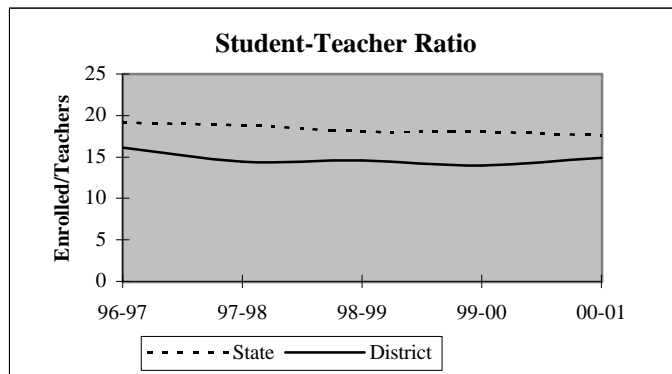
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	195	203	196	205	186	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	184	178	187	181	172	94.4%	87.7%	95.4%	88.3%	92.5%
Newly Hired	11	25	9	24	14	5.6%	12.3%	4.6%	11.7%	7.5%
Transfers In	1	6	0	3	1	9.1%	24.0%	0.0%	12.5%	7.1%
Reentrants	5	5	0	3	7	45.5%	20.0%	0.0%	12.5%	50.0%
First Time Educators	5	14	9	18	6	45.5%	56.0%	100.0%	75.0%	42.9%
Total Exiting Next Year	17	16	15	33	-	8.7%	7.9%	7.7%	16.1%	-
Transfers Out	4	6	6	3	-	23.5%	37.5%	40.0%	9.1%	-
Leave Tennessee Educ.	13	10	9	30	-	76.5%	62.5%	60.0%	90.9%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.7%	7.9%	7.7%	16.1%	-
Transfers In/Out	0.25	1.00	0.00	1.00	-

District Report for: GRUNDY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	195	203	196	205	186	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	12	12	12	9	5.1%	5.9%	6.1%	5.9%	4.8%
Professional Staff	17	18	17	17	17	8.7%	8.9%	8.7%	8.3%	9.1%
Total Teachers	168	173	167	176	160	86.2%	85.2%	85.2%	85.9%	86.0%
Special Education	34	36	35	38	31	20.2%	20.8%	21.0%	21.6%	19.4%
Pre-K & Kindergarten	13	12	12	15	10	7.7%	6.9%	7.2%	8.5%	6.3%
Elementary (1-4)	51	55	50	54	52	30.4%	31.8%	29.9%	30.7%	32.5%
Middle School (5-6)	15	12	13	14	14	8.9%	6.9%	7.8%	8.0%	8.8%
Jr. High (7-8)	14	16	16	15	12	8.3%	9.2%	9.6%	8.5%	7.5%
High School (9-12)	41	42	41	40	41	24.4%	24.3%	24.6%	22.7%	25.6%
Business	2	0	0	1	1	4.9%	0.0%	0.0%	2.5%	2.4%
Language Arts	7	6	6	5	7	17.1%	14.3%	14.6%	12.5%	17.1%
Social Studies	5	4	4	5	5	12.2%	9.5%	9.8%	12.5%	12.2%
Foreign Language	2	2	2	2	2	4.9%	4.8%	4.9%	5.0%	4.9%
Mathematics	4	5	5	6	6	9.8%	11.9%	12.2%	15.0%	14.6%
Science	4	4	4	3	3	9.8%	9.5%	9.8%	7.5%	7.3%
Vocational Education	9	12	12	12	12	22.0%	28.6%	29.3%	30.0%	29.3%
Other High School	8	9	8	6	5	19.5%	21.4%	19.5%	15.0%	12.2%

Total Enrollments	2,715	2,491	2,439	2,456	2,384	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	231	197	188	195	180	8.5%	7.9%	7.7%	7.9%	7.6%
Grades 1-4	741	703	727	718	736	27.3%	28.2%	29.8%	29.2%	30.9%
Grades 5-6	357	328	290	328	336	13.1%	13.2%	11.9%	13.4%	14.1%
Grades 7-8	359	329	326	334	304	13.2%	13.2%	13.4%	13.6%	12.8%
Grades 9-12	897	831	797	804	781	33.0%	33.4%	32.7%	32.7%	32.8%
Ungraded	130	103	111	77	47	4.8%	4.1%	4.6%	3.1%	2.0%



District Report for: GRUNDY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	12	12	12	9	5.3%	6.1%	6.3%	6.1%	5.0%
White - Females	3	4	4	5	4	30.0%	33.3%	33.3%	41.7%	44.4%
White - Males	7	8	8	7	5	70.0%	66.7%	66.7%	58.3%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	17	16	16	16	8.5%	8.7%	8.4%	8.2%	8.9%
White - Females	11	12	12	13	13	68.8%	70.6%	75.0%	81.3%	81.3%
White - Males	5	5	4	3	3	31.3%	29.4%	25.0%	18.8%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	162	167	162	168	154	86.2%	85.2%	85.3%	85.7%	86.0%
White - Females	123	131	127	130	122	75.9%	78.4%	78.4%	77.4%	79.2%
White - Males	39	36	35	38	32	24.1%	21.6%	21.6%	22.6%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	6	4	4	2	1.3%	3.6%	2.5%	2.4%	1.3%
25-29	22	24	21	24	17	13.8%	14.5%	13.0%	14.6%	11.1%
30-34	24	22	24	17	23	15.0%	13.3%	14.9%	10.4%	15.0%
35-39	25	18	19	20	20	15.6%	10.8%	11.8%	12.2%	13.1%
40-45	24	32	28	28	22	15.0%	19.3%	17.4%	17.1%	14.4%
45-49	29	25	22	27	29	18.1%	15.1%	13.7%	16.5%	19.0%
50-54	16	19	24	23	26	10.0%	11.4%	14.9%	14.0%	17.0%
55+	18	20	19	21	14	11.3%	12.0%	11.8%	12.8%	9.2%
Average Age	41.3	41.3	41.8	42.0	41.9					

Experience Distribution

Teachers by Experience

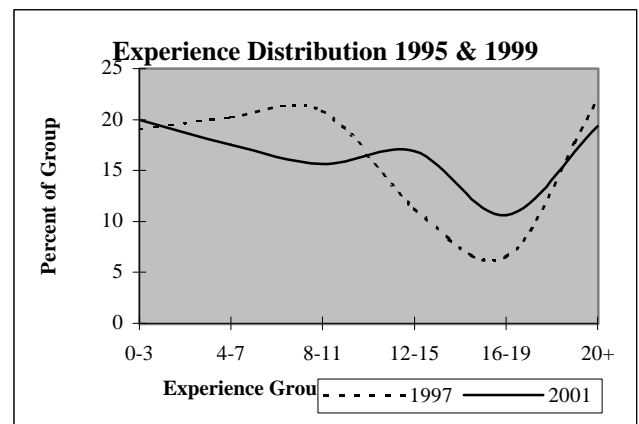
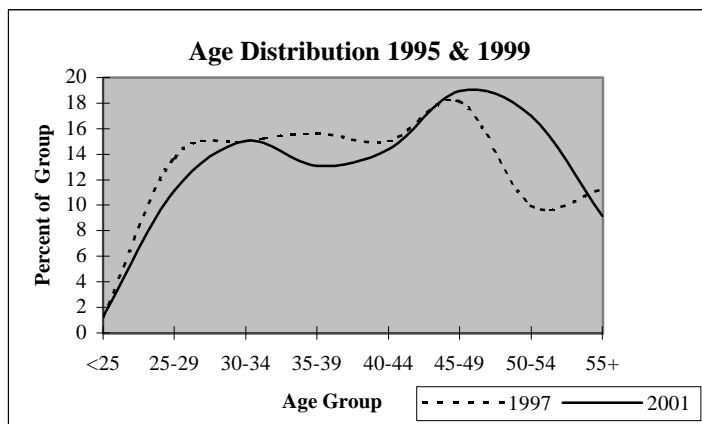
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	32	37	27	36	32	19.0%	21.4%	16.2%	20.5%	20.0%
4-7 Years	34	31	31	32	28	20.2%	17.9%	18.6%	18.2%	17.5%
8-11 Years	35	33	34	22	25	20.8%	19.1%	20.4%	12.5%	15.6%
12-15 Years	19	17	18	30	27	11.3%	9.8%	10.8%	17.0%	16.9%
16-19 Years	11	15	18	18	17	6.5%	8.7%	10.8%	10.2%	10.6%
20+ Years	37	40	39	38	31	22.0%	23.1%	23.4%	21.6%	19.4%
Average Experience	11.9	11.8	12.4	12.1	12.2					

District Report for: GRUNDY COUNTY

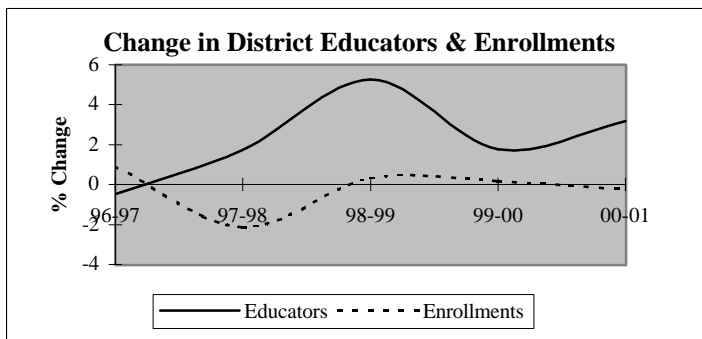
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	17	16	15	33	-	8.7%	7.9%	7.7%	16.1%	-
Attrition from Transfers	4	6	6	3	-	2.1%	3.0%	3.1%	1.5%	-
Attrition from Exits	13	10	9	30	-	6.7%	4.9%	4.6%	14.6%	-
Teacher Attrition	15	16	13	30	-	8.9%	9.2%	7.8%	17.0%	-
Attrition from Transfers	4	6	5	2	-	2.4%	3.5%	3.0%	1.1%	-
Attrition from Exits	11	10	8	28	-	6.5%	5.8%	4.8%	15.9%	-
District Retention										
Educator Retention	178	187	181	172	-	91.3%	92.1%	92.3%	83.9%	-
Teacher Retention	153	157	154	146	-	91.1%	90.8%	92.2%	83.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	61.8%	10.9%	27.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.3%	8.7%	13.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.9%	2.7%	5.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.8%	2.6%	10.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	92.1%	0.0%	7.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.5%	2.3%	2.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.8%	13.1%	17.2%	18.4%	18.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	8.6%	11.3%	9.7%	9.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.5%	1.0%	0.5%	1.0%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.8%	89.2%	94.9%	88.8%	91.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.5%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.1%	9.4%	4.6%	10.2%	7.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HAMBLLEN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.6	15.0	14.3	14.1	13.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	17.2	16.4	16.2	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	11	34	12	22	-	-	-	-	-
% Change in Educators	-0.5%	1.7%	5.3%	1.8%	3.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	90	-213	33	15	-23	-	-	-	-	-
% Change in Enrollment:	0.9%	-2.1%	0.3%	0.2%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	1.1%	0.7%	0.7%	9.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.3%	4.1%	4.2%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	8.5%	8.7%	8.8%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.1%	2.9%	2.9%	2.6%	2.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	3.7%	3.6%	3.6%	3.4%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	11.1%	10.7%	10.7%	20.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	43.7	43.8	44.3	44.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.4	15.3	15.3	15.1	13.8	13.7	13.7	13.4	13.3
Average Salary	32,790	33,051	34,260	35,390	34,493	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.0%	2.8%	2.8%	2.4%	2.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.7%	77.0%	76.9%	76.6%	77.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.7%	10.3%	10.4%	10.3%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.8%	na	9.0%	9.8%	11.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.7%	1.6%	2.2%	2.7%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

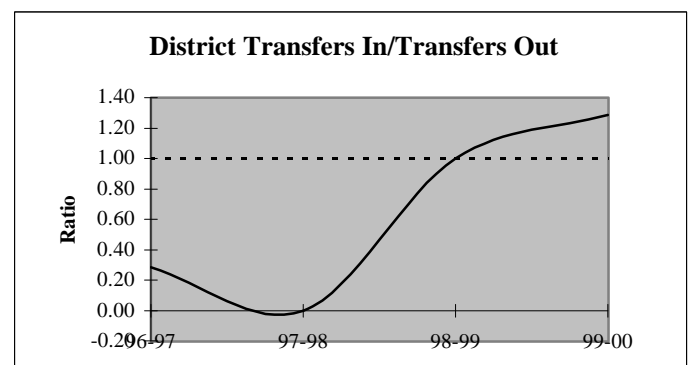
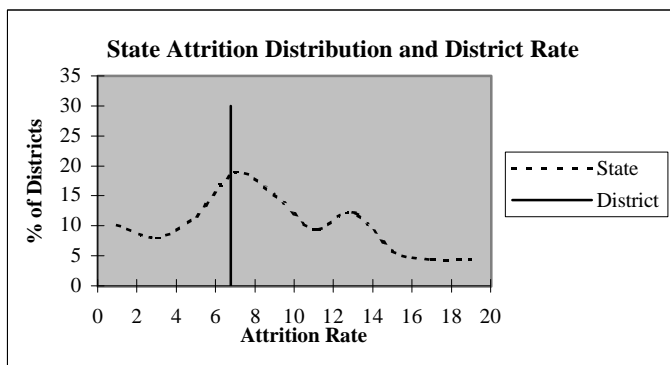
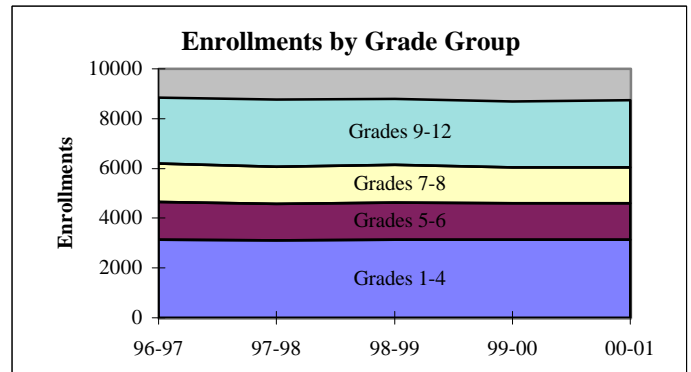
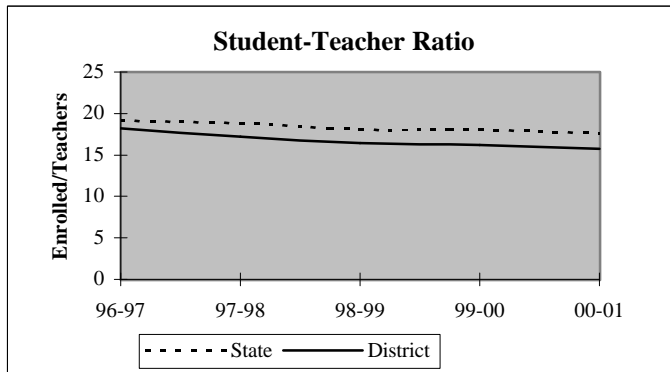
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	636	647	681	693	715	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	601	599	631	638	646	94.5%	92.6%	92.7%	92.1%	90.3%
Newly Hired	35	48	50	55	69	5.5%	7.4%	7.3%	7.9%	9.7%
Transfers In	2	6	7	9	9	5.7%	12.5%	14.0%	16.4%	13.0%
Reentrants	15	20	21	23	35	42.9%	41.7%	42.0%	41.8%	50.7%
First Time Educators	18	22	22	23	25	51.4%	45.8%	44.0%	41.8%	36.2%
Total Exiting Next Year	37	16	43	47	-	5.8%	2.5%	6.3%	6.8%	-
Transfers Out	7	0	7	7	-	18.9%	0.0%	16.3%	14.9%	-
Leave Tennessee Educ.	30	16	36	40	-	81.1%	100.0%	83.7%	85.1%	-

Dynamics Rates	District Rates				
District Attrition	5.8%	2.5%	6.3%	6.8%	-
Transfers In/Out	0.29	nc	1.00	1.29	-

District Report for: HAMBLLEN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	636	647	681	693	715	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	28	28	29	30	4.2%	4.3%	4.1%	4.2%	4.2%
Professional Staff	65	55	59	61	66	10.2%	8.5%	8.7%	8.8%	9.2%
Total Teachers	544	564	594	603	619	85.5%	87.2%	87.2%	87.0%	86.6%
Special Education	58	58	62	62	62	10.7%	10.3%	10.4%	10.3%	10.0%
Pre-K & Kindergarten	40	41	42	42	47	7.4%	7.3%	7.1%	7.0%	7.6%
Elementary (1-4)	207	213	218	216	215	38.1%	37.8%	36.7%	35.8%	34.7%
Middle School (5-6)	51	61	66	73	76	9.4%	10.8%	11.1%	12.1%	12.3%
Jr. High (7-8)	55	53	58	64	69	10.1%	9.4%	9.8%	10.6%	11.1%
High School (9-12)	133	138	148	146	150	24.4%	24.5%	24.9%	24.2%	24.2%
Business	2	0	1	1	1	1.5%	0.0%	0.7%	0.7%	0.7%
Language Arts	16	16	17	17	18	12.0%	11.6%	11.5%	11.6%	12.0%
Social Studies	16	12	14	16	17	12.0%	8.7%	9.5%	11.0%	11.3%
Foreign Language	7	4	6	8	6	5.3%	2.9%	4.1%	5.5%	4.0%
Mathematics	16	17	19	18	20	12.0%	12.3%	12.8%	12.3%	13.3%
Science	12	14	15	15	15	9.0%	10.1%	10.1%	10.3%	10.0%
Vocational Education	34	37	39	37	37	25.6%	26.8%	26.4%	25.3%	24.7%
Other High School	30	38	37	34	36	22.6%	27.5%	25.0%	23.3%	24.0%

Total Enrollments	9,922	9,709	9,742	9,757	9,734	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	857	792	735	807	780	8.6%	8.2%	7.5%	8.3%	8.0%
Grades 1-4	3,131	3,121	3,144	3,126	3,131	31.6%	32.1%	32.3%	32.0%	32.2%
Grades 5-6	1,523	1,461	1,487	1,465	1,459	15.3%	15.0%	15.3%	15.0%	15.0%
Grades 7-8	1,530	1,476	1,516	1,447	1,446	15.4%	15.2%	15.6%	14.8%	14.9%
Grades 9-12	2,661	2,707	2,636	2,646	2,698	26.8%	27.9%	27.1%	27.1%	27.7%
Ungraded	220	152	224	266	220	2.2%	1.6%	2.3%	2.7%	2.3%



District Report for: HAMBLLEN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	27	28	28	29	30	4.4%	4.5%	4.3%	4.4%	4.4%
White - Females	3	3	3	6	5	11.1%	10.7%	10.7%	20.7%	16.7%
White - Males	23	24	24	22	24	85.2%	85.7%	85.7%	75.9%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	3.7%	3.6%	3.6%	3.4%	3.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	61	51	54	54	59	9.9%	8.2%	8.3%	8.1%	8.6%
White - Females	48	41	44	44	48	78.7%	80.4%	81.5%	81.5%	81.4%
White - Males	11	8	8	8	9	18.0%	15.7%	14.8%	14.8%	15.3%
Black - Females	1	1	1	1	1	1.6%	2.0%	1.9%	1.9%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	1.6%	2.0%	1.9%	1.9%	1.7%
Teachers	529	545	572	582	594	85.7%	87.3%	87.5%	87.5%	87.0%
White - Females	400	407	428	436	449	75.6%	74.7%	74.8%	74.9%	75.6%
White - Males	113	123	128	132	129	21.4%	22.6%	22.4%	22.7%	21.7%
Black - Females	13	12	13	12	13	2.5%	2.2%	2.3%	2.1%	2.2%
Black - Males	2	2	2	2	2	0.4%	0.4%	0.3%	0.3%	0.3%
Other - Females	1	1	1	0	1	0.2%	0.2%	0.2%	0.0%	0.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	10	7	5	5	4	2.0%	1.4%	1.0%	1.0%	0.8%
25-29	53	57	56	48	49	10.5%	11.2%	10.7%	9.4%	9.7%
30-34	49	49	59	62	61	9.7%	9.6%	11.3%	12.1%	12.1%
35-39	68	63	64	62	64	13.5%	12.4%	12.2%	12.1%	12.6%
40-45	61	69	71	69	61	12.1%	13.6%	13.6%	13.5%	12.1%
45-49	111	100	93	75	70	22.1%	19.6%	17.8%	14.6%	13.8%
50-54	83	87	93	97	101	16.5%	17.1%	17.8%	18.9%	20.0%
55+	68	77	82	95	96	13.5%	15.1%	15.7%	18.5%	19.0%
Average Age	43.4	43.7	43.8	44.3	44.5					

Experience Distribution

Teachers by Experience

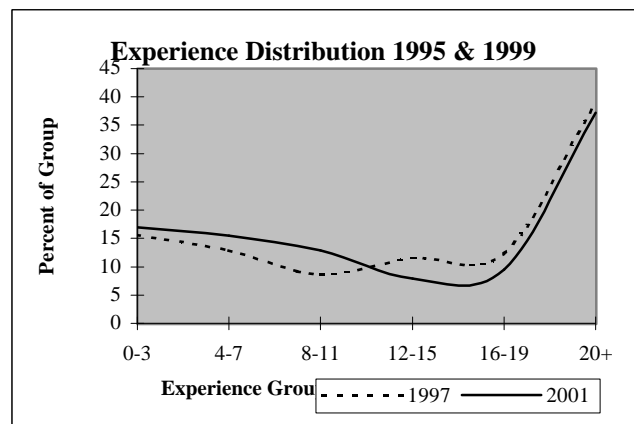
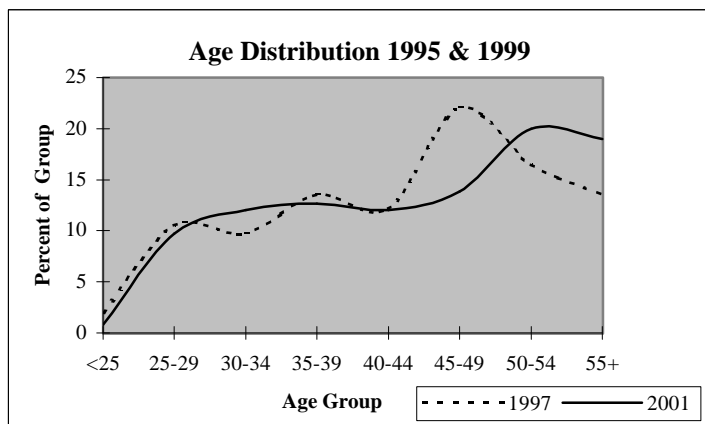
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	85	89	100	98	105	15.6%	15.8%	16.8%	16.3%	17.0%
4-7 Years	70	73	83	97	96	12.9%	12.9%	14.0%	16.1%	15.5%
8-11 Years	47	53	59	66	80	8.6%	9.4%	9.9%	10.9%	12.9%
12-15 Years	63	58	56	50	49	11.6%	10.3%	9.4%	8.3%	7.9%
16-19 Years	67	77	74	67	59	12.3%	13.7%	12.5%	11.1%	9.5%
20+ Years	212	214	222	225	230	39.0%	37.9%	37.4%	37.3%	37.2%
Average Experience	15.4	15.4	15.3	15.3	15.1					

District Report for: HAMBLLEN COUNTY

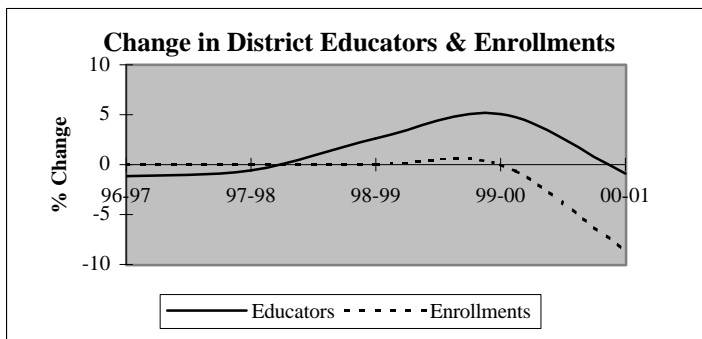
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	37	16	43	47	-	5.8%	2.5%	6.3%	6.8%	-
Attrition from Transfers	7	0	7	7	-	1.1%	0.0%	1.0%	1.0%	-
Attrition from Exits	30	16	36	40	-	4.7%	2.5%	5.3%	5.8%	-
Teacher Attrition	30	15	33	41	-	5.5%	2.7%	5.6%	6.8%	-
Attrition from Transfers	6	0	7	5	-	1.1%	0.0%	1.2%	0.8%	-
Attrition from Exits	24	15	26	36	-	4.4%	2.7%	4.4%	6.0%	-
District Retention										
Educator Retention	599	631	638	646	-	94.2%	97.5%	93.7%	93.2%	-
Teacher Retention	514	549	561	562	-	94.5%	97.3%	94.4%	93.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	90.9%	2.5%	6.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.7%	3.2%	7.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	96.2%	2.9%	1.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.1%	0.0%	9.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.3%	0.0%	5.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.9%	1.0%	6.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.2%	9.5%	13.7%	15.7%	18.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.9%	7.1%	10.2%	9.1%	10.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.3%	2.5%	1.5%	1.0%	1.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.6%	90.7%	92.2%	91.5%	89.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.7%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	6.6%	6.3%	6.8%	8.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HAMILTON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.0	18.4	17.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	0.0	0.0	0.0	21.8	20.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	-31	-15	72	141	-26	-	-	-	-	-
% Change in Educators	-1.1%	-0.5%	2.6%	5.1%	-0.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	0	0	0	54,010	-4,641	-	-	-	-	-
% Change in Enrollment: #####	#####	#####	#####	#####	-8.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.3%	0.2%	0.2%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.1%	5.0%	4.7%	4.5%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.0%	9.6%	10.4%	10.8%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	16.3%	16.2%	16.1%	15.9%	15.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	23.7%	24.2%	22.8%	25.4%	25.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	46.4%	46.0%	46.6%	46.6%	47.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	44.5	44.7	44.9	45.1	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.9	14.8	14.5	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	37,375	37,620	38,645	39,996	39,011	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	15.3%	15.3%	15.2%	14.8%	14.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.5%	79.9%	79.6%	78.9%	78.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.1%	12.6%	12.8%	13.1%	12.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	34.0%	na	35.0%	35.6%	36.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	na	1.4%	2.5%	2.5%	1.7%	1.6%	1.8%	1.8%	1.8%

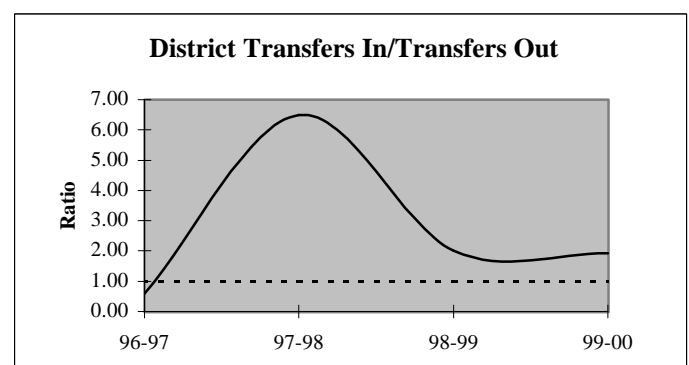
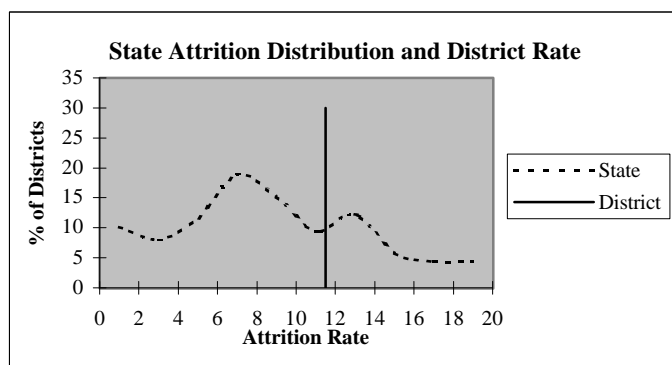
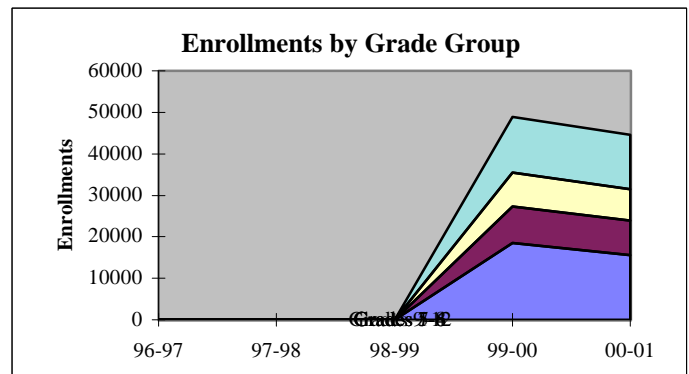
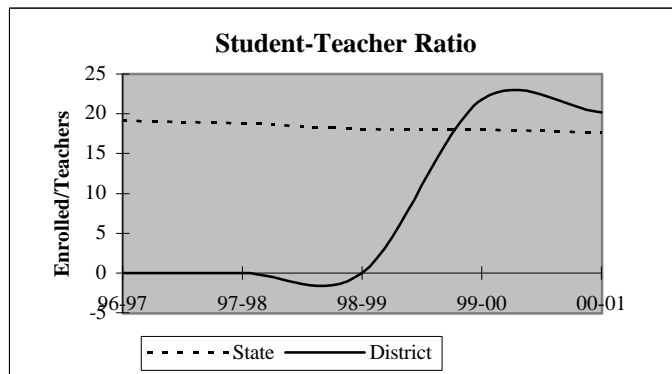
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	2,732	2,717	2,789	2,930	2,904	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2,504	2,507	2,559	2,600	2,593	91.7%	92.3%	91.8%	88.7%	89.3%
Newly Hired	228	210	230	330	311	8.3%	7.7%	8.2%	11.3%	10.7%
Transfers In	12	13	6	25	25	5.3%	6.2%	2.6%	7.6%	8.0%
Reentrants	95	91	94	134	120	41.7%	43.3%	40.9%	40.6%	38.6%
First Time Educators	121	106	130	171	166	53.1%	50.5%	56.5%	51.8%	53.4%
Total Exiting Next Year	225	158	189	337	-	8.2%	5.8%	6.8%	11.5%	-
Transfers Out	20	2	3	13	-	8.9%	1.3%	1.6%	3.9%	-
Leave Tennessee Educ.	205	156	186	324	-	91.1%	98.7%	98.4%	96.1%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.2%	5.8%	6.8%	11.5%	-
Transfers In/Out	0.60	6.50	2.00	1.92	-

District Report for: HAMILTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	2,732	2,717	2,789	2,930	2,904	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	138	137	131	133	139	5.1%	5.0%	4.7%	4.5%	4.8%
Professional Staff	273	262	289	317	319	10.0%	9.6%	10.4%	10.8%	11.0%
Total Teachers	2,321	2,318	2,369	2,480	2,446	85.0%	85.3%	84.9%	84.6%	84.2%
Special Education	305	291	303	326	315	13.1%	12.6%	12.8%	13.1%	12.9%
Pre-K & Kindergarten	172	166	166	174	166	7.4%	7.2%	7.0%	7.0%	6.8%
Elementary (1-4)	776	785	799	849	858	33.4%	33.9%	33.7%	34.2%	35.1%
Middle School (5-6)	270	296	298	307	290	11.6%	12.8%	12.6%	12.4%	11.9%
Jr. High (7-8)	249	243	249	244	260	10.7%	10.5%	10.5%	9.8%	10.6%
High School (9-12)	549	537	554	580	557	23.7%	23.2%	23.4%	23.4%	22.8%
Business	14	11	11	20	17	2.6%	2.0%	2.0%	3.4%	3.1%
Language Arts	79	72	73	91	89	14.4%	13.4%	13.2%	15.7%	16.0%
Social Studies	73	67	70	74	71	13.3%	12.5%	12.6%	12.8%	12.7%
Foreign Language	40	37	35	38	35	7.3%	6.9%	6.3%	6.6%	6.3%
Mathematics	77	75	76	78	73	14.0%	14.0%	13.7%	13.4%	13.1%
Science	65	65	62	71	64	11.8%	12.1%	11.2%	12.2%	11.5%
Vocational Education	99	96	103	107	103	18.0%	17.9%	18.6%	18.4%	18.5%
Other High School	102	114	124	101	105	18.6%	21.2%	22.4%	17.4%	18.9%

Total Enrollments	0	0	0	54,010	49,369	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	3,720	3,640	0.0%	0.0%	0.0%	6.9%	7.4%
Grades 1-4	0	0	0	18,560	15,526	0.0%	0.0%	0.0%	34.4%	31.4%
Grades 5-6	0	0	0	8,749	8,332	0.0%	0.0%	0.0%	16.2%	16.9%
Grades 7-8	0	0	0	8,207	7,655	0.0%	0.0%	0.0%	15.2%	15.5%
Grades 9-12	0	0	0	13,409	12,993	0.0%	0.0%	0.0%	24.8%	26.3%
Ungraded	0	0	0	1,365	1,223	0.0%	0.0%	0.0%	2.5%	2.5%



District Report for: HAMILTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	135	132	127	130	136	5.2%	5.2%	4.9%	4.8%	5.1%
White - Females	45	45	45	44	46	33.3%	34.1%	35.4%	33.8%	33.8%
White - Males	58	55	53	53	55	43.0%	41.7%	41.7%	40.8%	40.4%
Black - Females	17	16	14	17	19	12.6%	12.1%	11.0%	13.1%	14.0%
Black - Males	14	15	14	15	15	10.4%	11.4%	11.0%	11.5%	11.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.7%	0.8%	0.8%	0.8%	0.7%
Professional Staff	262	251	274	300	303	10.1%	9.8%	10.5%	11.0%	11.3%
White - Females	176	175	190	207	208	67.2%	69.7%	69.3%	69.0%	68.6%
White - Males	31	26	29	33	33	11.8%	10.4%	10.6%	11.0%	10.9%
Black - Females	50	47	51	55	56	19.1%	18.7%	18.6%	18.3%	18.5%
Black - Males	5	3	4	5	5	1.9%	1.2%	1.5%	1.7%	1.7%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	2,188	2,171	2,207	2,288	2,243	84.6%	85.0%	84.6%	84.2%	83.6%
White - Females	1,494	1,481	1,513	1,575	1,547	68.3%	68.2%	68.6%	68.8%	69.0%
White - Males	360	357	358	375	370	16.5%	16.4%	16.2%	16.4%	16.5%
Black - Females	264	259	256	255	243	12.1%	11.9%	11.6%	11.1%	10.8%
Black - Males	51	54	57	59	62	2.3%	2.5%	2.6%	2.6%	2.8%
Other - Females	16	16	17	19	19	0.7%	0.7%	0.8%	0.8%	0.8%
Other - Males	3	4	6	5	2	0.1%	0.2%	0.3%	0.2%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	25	31	26	29	29	1.2%	1.5%	1.2%	1.4%	1.4%
25-29	198	184	195	191	197	9.4%	8.8%	9.3%	9.1%	9.8%
30-34	150	172	192	206	199	7.1%	8.2%	9.2%	9.8%	9.9%
35-39	206	181	161	163	156	9.8%	8.6%	7.7%	7.7%	7.8%
40-45	381	350	311	291	233	18.1%	16.7%	14.8%	13.8%	11.6%
45-49	516	470	446	421	380	24.5%	22.4%	21.3%	20.0%	18.9%
50-54	382	417	453	463	449	18.1%	19.9%	21.6%	22.0%	22.4%
55+	251	293	313	343	365	11.9%	14.0%	14.9%	16.3%	18.2%
Average Age	44.1	44.5	44.7	44.9	45.1					

Experience Distribution

Teachers by Experience

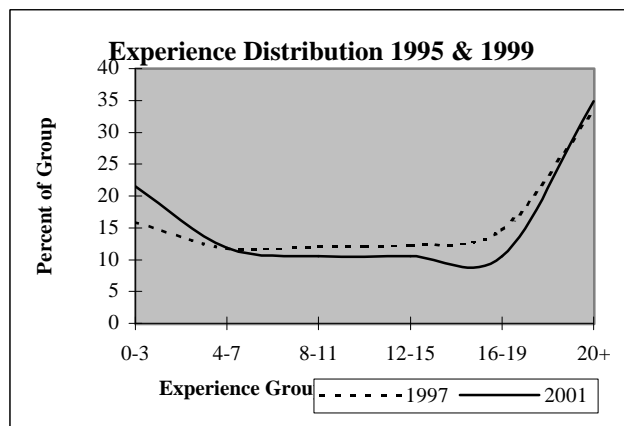
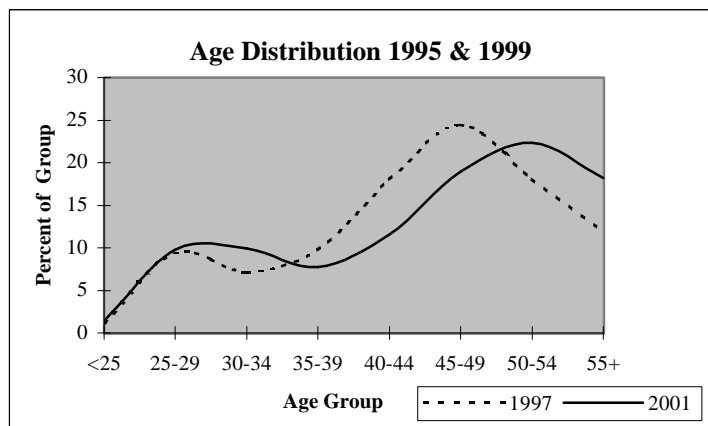
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	368	337	389	479	527	15.9%	14.5%	16.4%	19.3%	21.5%
4-7 Years	272	303	295	311	290	11.7%	13.1%	12.5%	12.5%	11.9%
8-11 Years	279	253	265	264	257	12.0%	10.9%	11.2%	10.6%	10.5%
12-15 Years	285	289	276	280	259	12.3%	12.5%	11.7%	11.3%	10.6%
16-19 Years	340	320	285	260	259	14.6%	13.8%	12.0%	10.5%	10.6%
20+ Years	777	816	859	886	854	33.5%	35.2%	36.3%	35.7%	34.9%
Average Experience	14.5	14.9	14.8	14.5	14.3					

District Report for: HAMILTON COUNTY

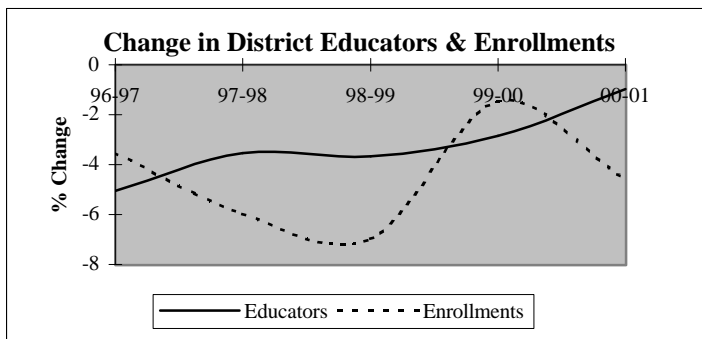
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	225	158	189	337	-	8.2%	5.8%	6.8%	11.5%	-
Attrition from Transfers	20	2	3	13	-	0.7%	0.1%	0.1%	0.4%	-
Attrition from Exits	205	156	186	324	-	7.5%	5.7%	6.7%	11.1%	-
Teacher Attrition	195	139	166	290	-	8.4%	6.0%	7.0%	11.7%	-
Attrition from Transfers	17	2	2	12	-	0.7%	0.1%	0.1%	0.5%	-
Attrition from Exits	178	137	164	278	-	7.7%	5.9%	6.9%	11.2%	-
District Retention										
Educator Retention	2,507	2,559	2,600	2,593	-	91.8%	94.2%	93.2%	88.5%	-
Teacher Retention	2,126	2,179	2,203	2,190	-	91.6%	94.0%	93.0%	88.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	83.0%	1.5%	15.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.2%	1.2%	14.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.1%	0.9%	12.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.0%	0.8%	13.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.4%	0.0%	9.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.1%	0.3%	12.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.9%	12.1%	14.6%	18.3%	18.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	7.4%	8.5%	8.2%	8.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.5%	0.8%	0.8%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.7%	91.8%	90.8%	88.5%	88.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.1%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.0%	7.6%	8.3%	10.7%	10.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HANCOCK COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	11.9	11.6	11.2	11.3	10.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.6	14.3	14.3	14.8	14.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-6	-4	-4	-3	-1	-	-	-	-	-
% Change in Educators	-5.0%	-3.5%	-3.7%	-2.9%	-1.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-49	-80	-88	-17	-53	-	-	-	-	-
% Change in Enrollment:	-3.5%	-6.0%	-7.0%	-1.5%	-4.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.1%	5.5%	6.7%	6.9%	6.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	16.8%	13.8%	15.2%	16.7%	18.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.9%	2.0%	2.1%	1.1%	1.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	16.7%	14.3%	14.3%	14.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.8	42.6	43.5	44.6	45.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	14.6	14.7	14.5	14.5	13.8	13.7	13.7	13.4	13.3
Average Salary	31,068	31,120	32,472	33,093	32,279	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.5%	2.7%	1.4%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	68.6%	67.0%	67.1%	71.8%	72.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.0%	12.5%	13.4%	14.1%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.7%	0.5%	0.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	1.7%	0.7%	2.7%	2.7%	1.7%	1.6%	1.8%	1.8%	1.8%

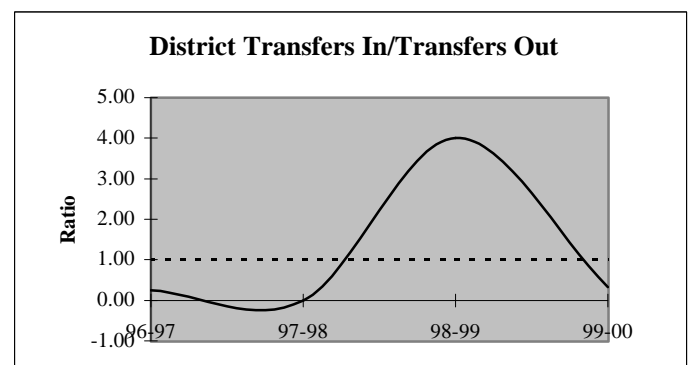
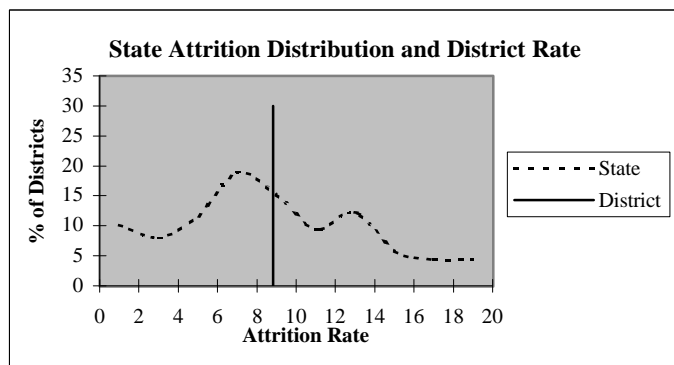
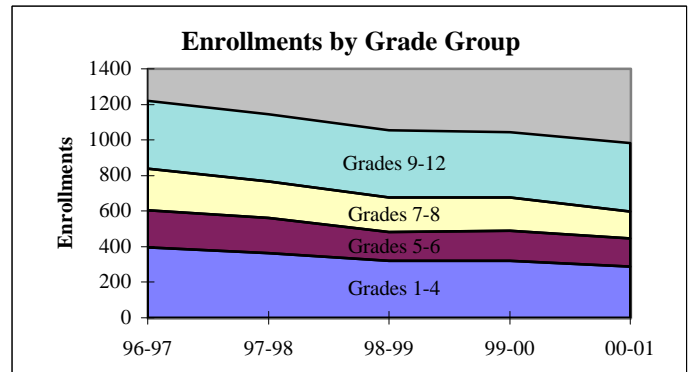
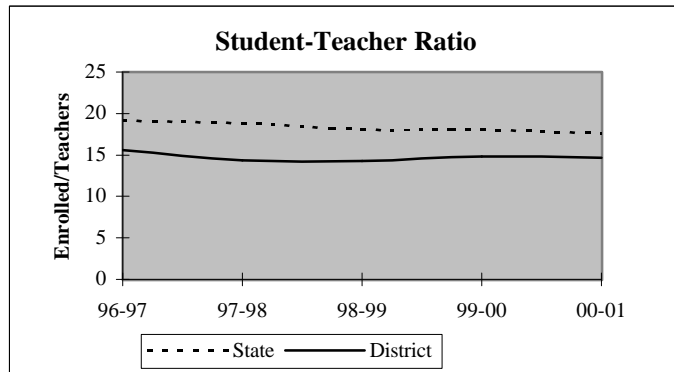
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	113	109	105	102	101	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	111	107	97	95	93	98.2%	98.2%	92.4%	93.1%	92.1%
Newly Hired	2	2	8	7	8	1.8%	1.8%	7.6%	6.9%	7.9%
Transfers In	1	0	4	1	0	50.0%	0.0%	50.0%	14.3%	0.0%
Reentrants	1	1	3	1	1	50.0%	50.0%	37.5%	14.3%	12.5%
First Time Educators	0	1	1	5	7	0.0%	50.0%	12.5%	71.4%	87.5%
Total Exiting Next Year	6	12	10	9	-	5.3%	11.0%	9.5%	8.8%	-
Transfers Out	4	0	1	3	-	66.7%	0.0%	10.0%	33.3%	-
Leave Tennessee Educ.	2	12	9	6	-	33.3%	100.0%	90.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	5.3%	11.0%	9.5%	8.8%	-
Transfers In/Out	0.25	nc	4.00	0.33	-

District Report for: HANCOCK COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	113	109	105	102	101	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	6	7	7	7	7.1%	5.5%	6.7%	6.9%	6.9%
Professional Staff	19	15	16	17	19	16.8%	13.8%	15.2%	16.7%	18.8%
Total Teachers	86	88	82	78	75	76.1%	80.7%	78.1%	76.5%	74.3%
Special Education	12	11	11	11	8	14.0%	12.5%	13.4%	14.1%	10.7%
Pre-K & Kindergarten	6	4	3	3	3	7.0%	4.5%	3.7%	3.8%	4.0%
Elementary (1-4)	25	28	28	27	27	29.1%	31.8%	34.1%	34.6%	36.0%
Middle School (5-6)	8	8	6	6	6	9.3%	9.1%	7.3%	7.7%	8.0%
Jr. High (7-8)	7	7	7	4	3	8.1%	8.0%	8.5%	5.1%	4.0%
High School (9-12)	28	30	27	27	28	32.6%	34.1%	32.9%	34.6%	37.3%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	4	5	10.7%	10.0%	11.1%	14.8%	17.9%
Social Studies	3	2	2	4	2	10.7%	6.7%	7.4%	14.8%	7.1%
Foreign Language	0	1	1	1	1	0.0%	3.3%	3.7%	3.7%	3.6%
Mathematics	1	1	2	3	2	3.6%	3.3%	7.4%	11.1%	7.1%
Science	3	3	3	2	3	10.7%	10.0%	11.1%	7.4%	10.7%
Vocational Education	11	9	8	7	8	39.3%	30.0%	29.6%	25.9%	28.6%
Other High School	7	11	8	6	7	25.0%	36.7%	29.6%	22.2%	25.0%

Total Enrollments	1,340	1,260	1,172	1,155	1,102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	95	96	82	89	7.8%	7.5%	8.2%	7.1%	8.1%
Grades 1-4	396	365	321	322	288	29.6%	29.0%	27.4%	27.9%	26.1%
Grades 5-6	210	198	160	168	159	15.7%	15.7%	13.7%	14.5%	14.4%
Grades 7-8	232	203	196	185	149	17.3%	16.1%	16.7%	16.0%	13.5%
Grades 9-12	383	378	378	367	387	28.6%	30.0%	32.3%	31.8%	35.1%
Ungraded	14	21	21	31	30	1.0%	1.7%	1.8%	2.7%	2.7%



District Report for: HANCOCK COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	8	6	6	5	6	7.4%	5.9%	6.2%	5.3%	6.5%
White - Females	2	1	1	1	1	25.0%	16.7%	16.7%	20.0%	16.7%
White - Males	6	5	5	4	5	75.0%	83.3%	83.3%	80.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	15	16	17	18	17.6%	14.7%	16.5%	18.1%	19.4%
White - Females	11	8	10	12	14	57.9%	53.3%	62.5%	70.6%	77.8%
White - Males	8	7	6	5	4	42.1%	46.7%	37.5%	29.4%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	81	81	75	72	69	75.0%	79.4%	77.3%	76.6%	74.2%
White - Females	57	56	52	53	51	70.4%	69.1%	69.3%	73.6%	73.9%
White - Males	22	23	21	18	17	27.2%	28.4%	28.0%	25.0%	24.6%
Black - Females	1	1	1	1	1	1.2%	1.2%	1.3%	1.4%	1.4%
Black - Males	1	1	1	0	0	1.2%	1.2%	1.3%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	9	5	2	2	1	11.4%	6.0%	2.7%	2.9%	1.7%
30-34	10	13	12	9	5	12.7%	15.7%	16.2%	13.2%	8.3%
35-39	10	13	14	11	9	12.7%	15.7%	18.9%	16.2%	15.0%
40-45	21	18	12	12	10	26.6%	21.7%	16.2%	17.6%	16.7%
45-49	13	15	14	12	15	16.5%	18.1%	18.9%	17.6%	25.0%
50-54	11	12	10	13	12	13.9%	14.5%	13.5%	19.1%	20.0%
55+	5	7	10	9	8	6.3%	8.4%	13.5%	13.2%	13.3%
Average Age	41.8	42.6	43.5	44.6	45.8					

Experience Distribution

Teachers by Experience

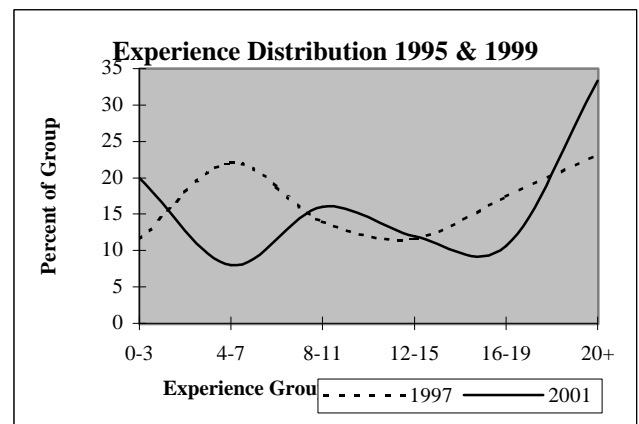
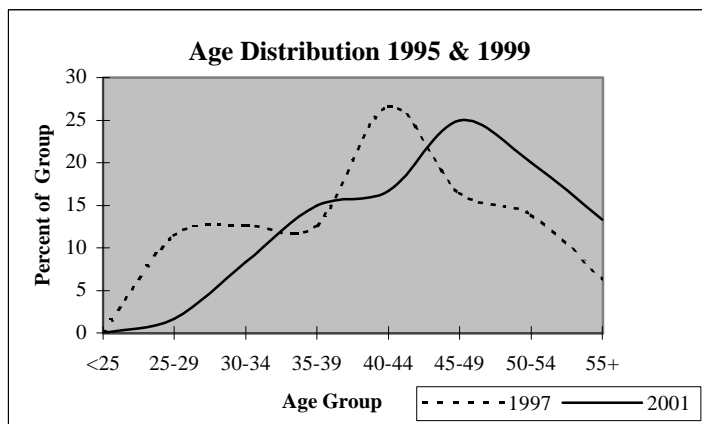
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	10	3	5	8	15	11.6%	3.4%	6.1%	10.3%	20.0%
4-7 Years	19	18	14	11	6	22.1%	20.5%	17.1%	14.1%	8.0%
8-11 Years	12	17	18	17	12	14.0%	19.3%	22.0%	21.8%	16.0%
12-15 Years	10	12	10	8	9	11.6%	13.6%	12.2%	10.3%	12.0%
16-19 Years	15	14	13	12	8	17.4%	15.9%	15.9%	15.4%	10.7%
20+ Years	20	24	22	22	25	23.3%	27.3%	26.8%	28.2%	33.3%
Average Experience	13.5	14.6	14.7	14.5	14.5					

District Report for: HANCOCK COUNTY

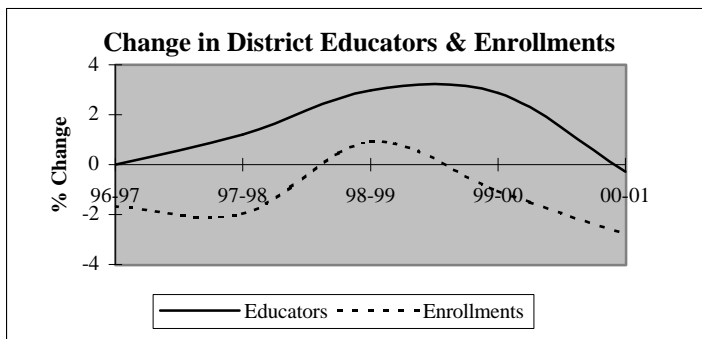
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	12	10	9	-	5.3%	11.0%	9.5%	8.8%	-
Attrition from Transfers	4	0	1	3	-	3.5%	0.0%	1.0%	2.9%	-
Attrition from Exits	2	12	9	6	-	1.8%	11.0%	8.6%	5.9%	-
Teacher Attrition	5	7	7	8	-	5.8%	8.0%	8.5%	10.3%	-
Attrition from Transfers	4	0	0	3	-	4.7%	0.0%	0.0%	3.8%	-
Attrition from Exits	1	7	7	5	-	1.2%	8.0%	8.5%	6.4%	-
District Retention										
Educator Retention	107	97	95	93	-	94.7%	89.0%	90.5%	91.2%	-
Teacher Retention	81	81	75	70	-	94.2%	92.0%	91.5%	89.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	70.0%	0.0%	30.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	75.0%	8.3%	16.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	71.4%	21.4%	7.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.9%	0.0%	11.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.1%	0.0%	5.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.0%	0.0%	5.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	11.0%	8.8%	12.2%	15.7%	16.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	1.8%	2.7%	6.9%	6.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	2.9%	1.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	98.2%	97.2%	93.3%	93.1%	92.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.9%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	0.9%	2.8%	3.8%	5.9%	7.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HARDEMAN COUNTY



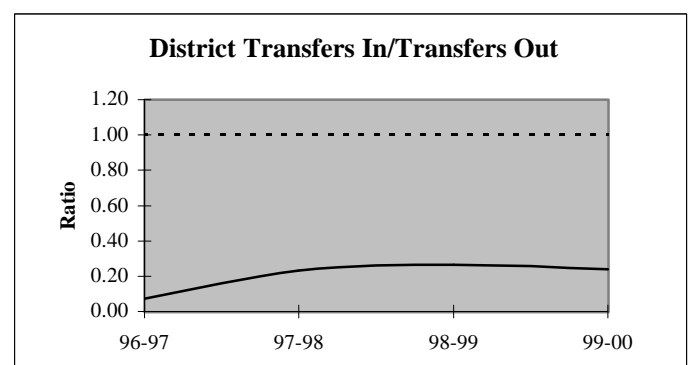
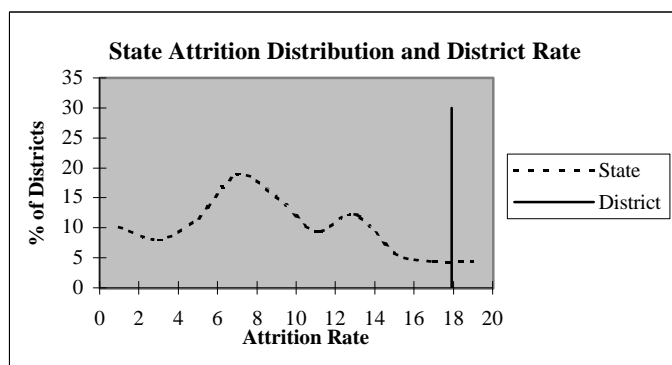
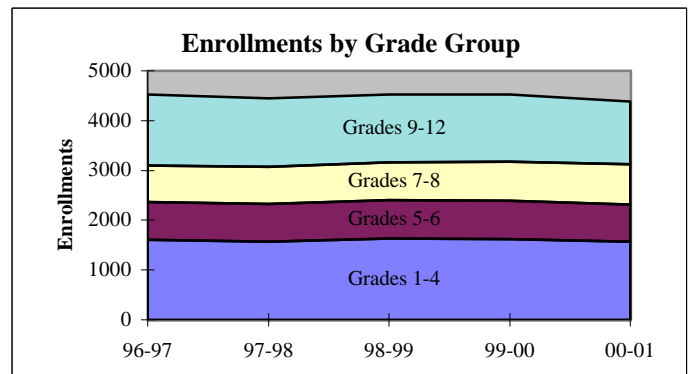
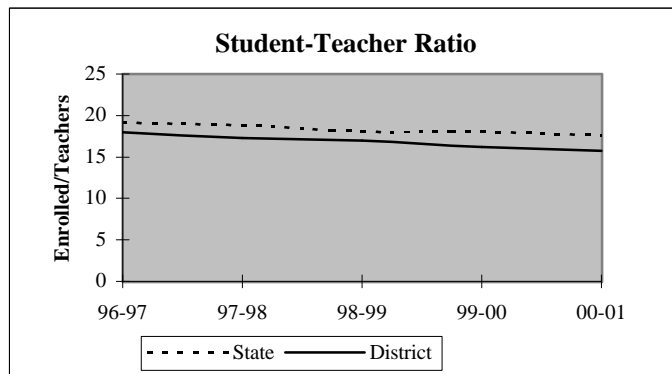
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.2	14.7	14.4	13.9	13.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.0	17.3	17.0	16.2	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	4	10	10	-1	-	-	-	-	-
% Change in Educators	0.0%	1.2%	3.0%	2.9%	-0.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-86	-100	46	-52	-138	-	-	-	-	-
% Change in Enrollment:	-1.7%	-2.0%	0.9%	-1.0%	-2.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.8%	7.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.7%	4.9%	4.8%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	10.1%	10.1%	9.5%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	23.0%	23.2%	23.7%	23.9%	23.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	23.5%	26.7%	31.3%	31.3%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	16.7%	18.8%	41.2%	41.2%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.4	42.7	42.4	43.2	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	12.1	12.3	11.7	11.8	11.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,289	30,109	30,881	32,038	31,717	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	22.4%	22.4%	22.5%	22.9%	21.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.9%	77.7%	78.0%	76.8%	76.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	11.1%	12.5%	12.1%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	54.1%	na	54.4%	54.7%	55.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.7%	1.6%	1.5%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	333	337	347	357	356	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	299	297	286	300	293	89.8%	88.1%	82.4%	84.0%	82.3%
Newly Hired	34	40	61	57	63	10.2%	11.9%	17.6%	16.0%	17.7%
Transfers In	1	3	5	5	6	2.9%	7.5%	8.2%	8.8%	9.5%
Reentrants	9	15	15	21	19	26.5%	37.5%	24.6%	36.8%	30.2%
First Time Educators	24	22	41	31	38	70.6%	55.0%	67.2%	54.4%	60.3%
Total Exiting Next Year	36	51	47	64	-	10.8%	15.1%	13.5%	17.9%	-
Transfers Out	14	13	19	21	-	38.9%	25.5%	40.4%	32.8%	-
Leave Tennessee Educ.	22	38	28	43	-	61.1%	74.5%	59.6%	67.2%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	15.1%	13.5%	17.9%	-
Transfers In/Out	0.07	0.23	0.26	0.24	-

District Report for: HARDEMAN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	333	337	347	357	356	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	16	17	17	16	5.4%	4.7%	4.9%	4.8%	4.5%
Professional Staff	34	34	35	34	34	10.2%	10.1%	10.1%	9.5%	9.6%
Total Teachers	281	287	295	306	306	84.4%	85.2%	85.0%	85.7%	86.0%
Special Education	29	32	37	37	35	10.3%	11.1%	12.5%	12.1%	11.4%
Pre-K & Kindergarten	23	20	20	19	17	8.2%	7.0%	6.8%	6.2%	5.6%
Elementary (1-4)	97	95	97	103	109	34.5%	33.1%	32.9%	33.7%	35.6%
Middle School (5-6)	27	30	35	32	33	9.6%	10.5%	11.9%	10.5%	10.8%
Jr. High (7-8)	30	35	34	44	42	10.7%	12.2%	11.5%	14.4%	13.7%
High School (9-12)	75	75	72	71	70	26.7%	26.1%	24.4%	23.2%	22.9%
Business	7	4	4	2	3	9.3%	5.3%	5.6%	2.8%	4.3%
Language Arts	11	10	11	11	11	14.7%	13.3%	15.3%	15.5%	15.7%
Social Studies	7	6	11	11	11	9.3%	8.0%	15.3%	15.5%	15.7%
Foreign Language	2	2	3	3	3	2.7%	2.7%	4.2%	4.2%	4.3%
Mathematics	10	7	8	10	9	13.3%	9.3%	11.1%	14.1%	12.9%
Science	8	5	7	7	8	10.7%	6.7%	9.7%	9.9%	11.4%
Vocational Education	15	14	16	17	16	20.0%	18.7%	22.2%	23.9%	22.9%
Other High School	15	27	12	10	9	20.0%	36.0%	16.7%	14.1%	12.9%
Total Enrollments	5,059	4,959	5,005	4,953	4,815	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	440	420	399	357	353	8.7%	8.5%	8.0%	7.2%	7.3%
Grades 1-4	1,603	1,567	1,635	1,614	1,574	31.7%	31.6%	32.7%	32.6%	32.7%
Grades 5-6	757	761	774	778	746	15.0%	15.3%	15.5%	15.7%	15.5%
Grades 7-8	742	747	758	782	803	14.7%	15.1%	15.1%	15.8%	16.7%
Grades 9-12	1,427	1,378	1,362	1,348	1,263	28.2%	27.8%	27.2%	27.2%	26.2%
Ungraded	90	86	77	74	76	1.8%	1.7%	1.5%	1.5%	1.6%



District Report for: HARDEMAN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	17	15	16	16	15	5.7%	5.0%	5.1%	5.2%	4.9%
White - Females	0	0	3	3	2	0.0%	0.0%	18.8%	18.8%	13.3%
White - Males	13	11	8	8	8	76.5%	73.3%	50.0%	50.0%	53.3%
Black - Females	3	3	4	4	4	17.6%	20.0%	25.0%	25.0%	26.7%
Black - Males	1	1	1	1	1	5.9%	6.7%	6.3%	6.3%	6.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	33	34	32	32	11.0%	11.1%	10.9%	10.3%	10.4%
White - Females	21	22	20	19	18	63.6%	66.7%	58.8%	59.4%	56.3%
White - Males	3	2	4	4	3	9.1%	6.1%	11.8%	12.5%	9.4%
Black - Females	5	5	6	6	7	15.2%	15.2%	17.6%	18.8%	21.9%
Black - Males	4	4	4	3	4	12.1%	12.1%	11.8%	9.4%	12.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	250	250	262	262	260	83.3%	83.9%	84.0%	84.5%	84.7%
White - Females	151	154	162	158	160	60.4%	61.6%	61.8%	60.3%	61.5%
White - Males	43	40	41	44	44	17.2%	16.0%	15.6%	16.8%	16.9%
Black - Females	45	44	48	50	47	18.0%	17.6%	18.3%	19.1%	18.1%
Black - Males	9	10	10	9	8	3.6%	4.0%	3.8%	3.4%	3.1%
Other - Females	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Males	1	1	0	0	0	0.4%	0.4%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	5	4	4	0.4%	0.5%	2.4%	2.0%	2.1%
25-29	32	21	15	9	12	13.9%	9.7%	7.2%	4.5%	6.3%
30-34	37	34	29	33	27	16.0%	15.7%	14.0%	16.6%	14.1%
35-39	33	28	33	31	32	14.3%	12.9%	15.9%	15.6%	16.7%
40-45	32	33	36	33	29	13.9%	15.2%	17.4%	16.6%	15.1%
45-49	48	41	36	36	29	20.8%	18.9%	17.4%	18.1%	15.1%
50-54	24	35	29	27	36	10.4%	16.1%	14.0%	13.6%	18.8%
55+	24	24	24	26	23	10.4%	11.1%	11.6%	13.1%	12.0%
Average Age	41.4	42.7	42.4	43.2	43.0					

Experience Distribution

Teachers by Experience

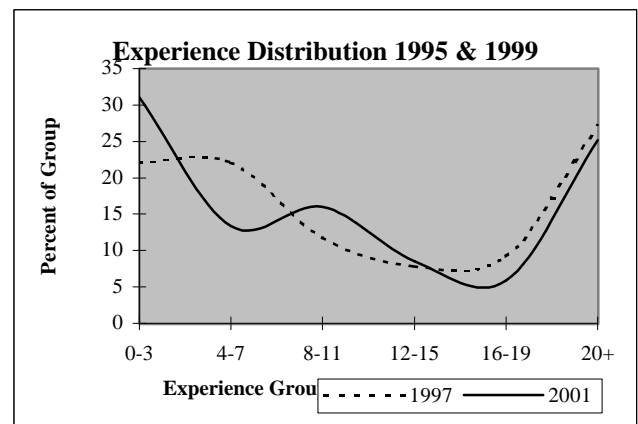
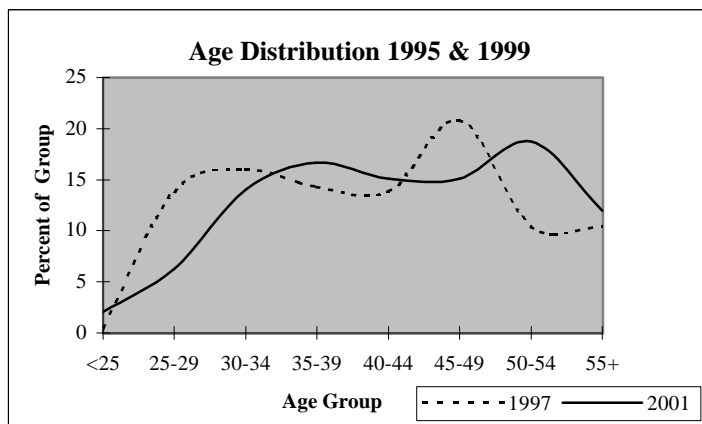
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	62	67	81	90	95	22.1%	23.3%	27.5%	29.4%	31.0%
4-7 Years	62	57	53	50	41	22.1%	19.9%	18.0%	16.3%	13.4%
8-11 Years	33	34	31	35	49	11.7%	11.8%	10.5%	11.4%	16.0%
12-15 Years	22	25	28	31	26	7.8%	8.7%	9.5%	10.1%	8.5%
16-19 Years	26	25	25	19	18	9.3%	8.7%	8.5%	6.2%	5.9%
20+ Years	76	79	77	81	77	27.0%	27.5%	26.1%	26.5%	25.2%
Average Experience	12.1	12.3	11.7	11.8	11.3					

District Report for: HARDEMAN COUNTY

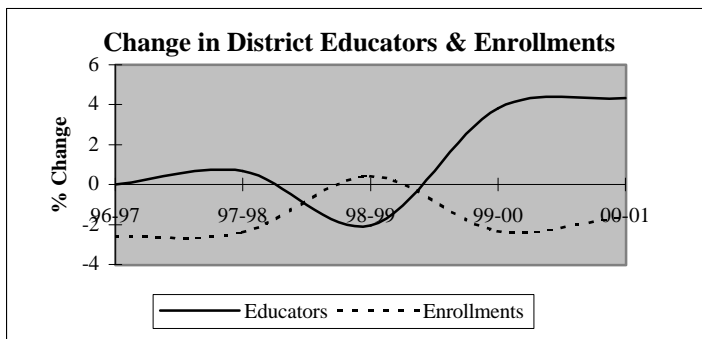
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	36	51	47	64	-	10.8%	15.1%	13.5%	17.9%	-
Attrition from Transfers	14	13	19	21	-	4.2%	3.9%	5.5%	5.9%	-
Attrition from Exits	22	38	28	43	-	6.6%	11.3%	8.1%	12.0%	-
Teacher Attrition	31	49	42	60	-	11.0%	17.1%	14.2%	19.6%	-
Attrition from Transfers	14	13	17	21	-	5.0%	4.5%	5.8%	6.9%	-
Attrition from Exits	17	36	25	39	-	6.0%	12.5%	8.5%	12.7%	-
District Retention										
Educator Retention	297	286	300	293	-	89.2%	84.9%	86.5%	82.1%	-
Teacher Retention	250	238	253	246	-	89.0%	82.9%	85.8%	80.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	62.0%	12.4%	25.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	69.7%	8.1%	22.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	72.2%	13.9%	13.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.0%	5.3%	6.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	78.3%	4.3%	17.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.5%	1.4%	11.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	15.0%	20.5%	26.2%	27.9%	27.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.2%	8.9%	12.2%	10.9%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.9%	0.3%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.1%	89.0%	83.0%	84.6%	83.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	11.0%	16.1%	15.1%	16.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HARDIN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.9	14.4	14.8	13.9	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.7	17.1	17.3	16.4	15.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	2	-6	11	13	-	-	-	-	-
% Change in Educators	0.0%	0.7%	-2.0%	3.8%	4.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-117	-104	18	-99	-67	-	-	-	-	-
% Change in Enrollment:	-2.6%	-2.4%	0.4%	-2.3%	-1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.7%	0.3%	0.3%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.4%	3.8%	4.7%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.6%	11.2%	11.1%	10.7%	10.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.8%	1.8%	1.8%	1.7%	1.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	23.1%	23.1%	18.2%	14.3%	21.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.9	44.6	45.3	45.9	46.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.1	14.5	14.6	14.8	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,385	29,378	31,464	33,079	32,710	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.1%	2.1%	2.1%	2.1%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.7%	81.5%	80.9%	81.9%	81.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.3%	8.8%	8.5%	8.7%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.1%	na	6.3%	6.1%	6.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.5%	2.8%	1.9%	1.9%	2.6%	1.7%	1.6%	1.8%	1.8%	1.8%

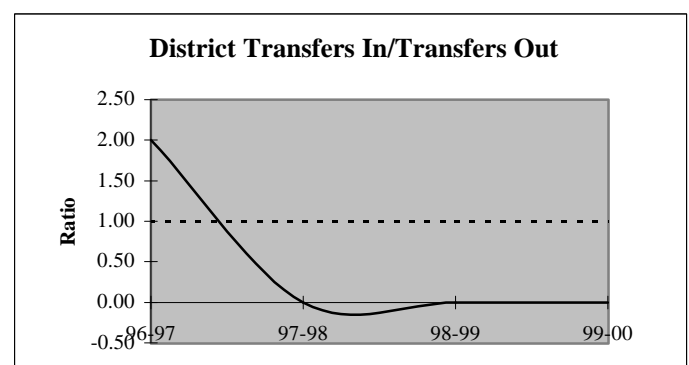
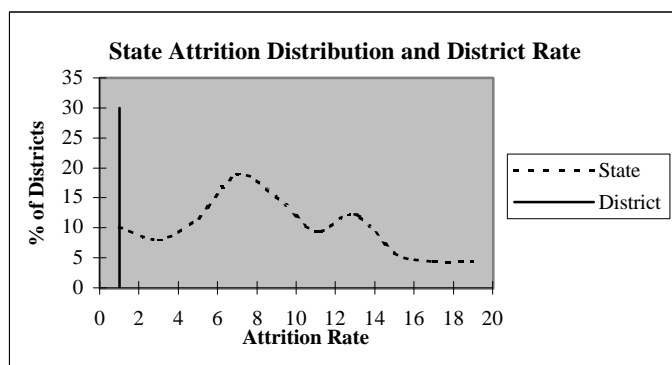
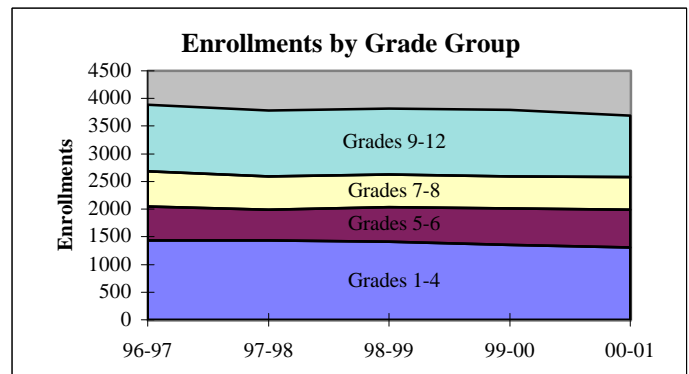
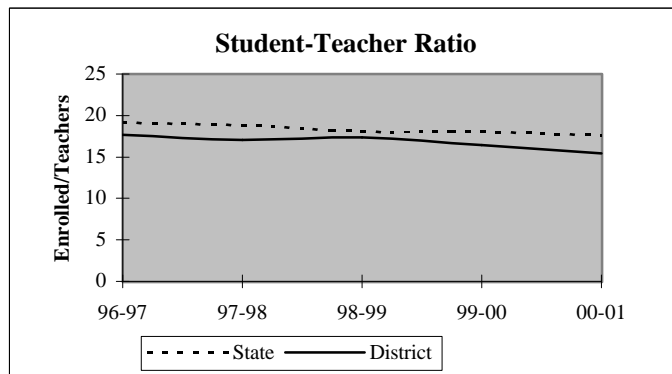
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	293	295	289	300	313	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	279	279	275	278	297	95.2%	94.6%	95.2%	92.7%	94.9%
Newly Hired	14	16	14	22	16	4.8%	5.4%	4.8%	7.3%	5.1%
Transfers In	2	1	1	2	1	14.3%	6.3%	7.1%	9.1%	6.3%
Reentrants	5	8	4	9	5	35.7%	50.0%	28.6%	40.9%	31.3%
First Time Educators	7	7	9	11	10	50.0%	43.8%	64.3%	50.0%	62.5%
Total Exiting Next Year	14	20	11	3	-	4.8%	6.8%	3.8%	1.0%	-
Transfers Out	1	0	0	0	-	7.1%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	13	20	11	3	-	92.9%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	6.8%	3.8%	1.0%	-
Transfers In/Out	2.00	nc	nc	nc	-

District Report for: HARDIN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	293	295	289	300	313	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	11	14	14	4.4%	4.4%	3.8%	4.7%	4.5%
Professional Staff	34	33	32	32	33	11.6%	11.2%	11.1%	10.7%	10.5%
Total Teachers	246	249	246	254	266	84.0%	84.4%	85.1%	84.7%	85.0%
Special Education	23	22	21	22	23	9.3%	8.8%	8.5%	8.7%	8.6%
Pre-K & Kindergarten	19	21	19	19	22	7.7%	8.4%	7.7%	7.5%	8.3%
Elementary (1-4)	89	91	92	98	101	36.2%	36.5%	37.4%	38.6%	38.0%
Middle School (5-6)	29	29	28	30	30	11.8%	11.6%	11.4%	11.8%	11.3%
Jr. High (7-8)	27	28	28	28	31	11.0%	11.2%	11.4%	11.0%	11.7%
High School (9-12)	59	58	58	57	59	24.0%	23.3%	23.6%	22.4%	22.2%
Business	1	0	0	1	0	1.7%	0.0%	0.0%	1.8%	0.0%
Language Arts	9	10	9	9	11	15.3%	17.2%	15.5%	15.8%	18.6%
Social Studies	7	7	7	7	7	11.9%	12.1%	12.1%	12.3%	11.9%
Foreign Language	2	2	2	1	2	3.4%	3.4%	3.4%	1.8%	3.4%
Mathematics	8	8	8	10	8	13.6%	13.8%	13.8%	17.5%	13.6%
Science	7	7	6	5	7	11.9%	12.1%	10.3%	8.8%	11.9%
Vocational Education	15	14	14	14	17	25.4%	24.1%	24.1%	24.6%	28.8%
Other High School	10	10	12	10	7	16.9%	17.2%	20.7%	17.5%	11.9%

Total Enrollments	4,354	4,250	4,268	4,169	4,102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	381	350	353	297	305	8.8%	8.2%	8.3%	7.1%	7.4%
Grades 1-4	1,430	1,430	1,408	1,348	1,306	32.8%	33.6%	33.0%	32.3%	31.8%
Grades 5-6	616	565	630	667	685	14.1%	13.3%	14.8%	16.0%	16.7%
Grades 7-8	633	601	589	581	589	14.5%	14.1%	13.8%	13.9%	14.4%
Grades 9-12	1,210	1,184	1,190	1,195	1,110	27.8%	27.9%	27.9%	28.7%	27.1%
Ungraded	84	120	98	81	107	1.9%	2.8%	2.3%	1.9%	2.6%



District Report for: HARDIN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	12	12	10	13	13	4.2%	4.3%	3.6%	4.5%	4.4%
White - Females	3	3	2	2	3	25.0%	25.0%	20.0%	15.4%	23.1%
White - Males	9	9	8	11	10	75.0%	75.0%	80.0%	84.6%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	33	32	32	33	11.7%	11.7%	11.6%	11.2%	11.1%
White - Females	26	26	27	27	26	78.8%	78.8%	84.4%	84.4%	78.8%
White - Males	7	7	5	5	7	21.2%	21.2%	15.6%	15.6%	21.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	238	237	233	241	250	84.1%	84.0%	84.7%	84.3%	84.5%
White - Females	190	190	186	195	203	79.8%	80.2%	79.8%	80.9%	81.2%
White - Males	43	42	42	41	42	18.1%	17.7%	18.0%	17.0%	16.8%
Black - Females	5	5	5	5	5	2.1%	2.1%	2.1%	2.1%	2.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	2	1	1	0.5%	0.5%	1.0%	0.5%	0.5%
25-29	13	14	7	10	9	6.0%	6.5%	3.5%	4.9%	4.5%
30-34	23	20	19	16	14	10.6%	9.3%	9.4%	7.9%	7.0%
35-39	22	19	19	21	22	10.1%	8.9%	9.4%	10.3%	10.9%
40-45	54	48	42	29	23	24.9%	22.4%	20.8%	14.3%	11.4%
45-49	48	49	51	54	49	22.1%	22.9%	25.2%	26.6%	24.4%
50-54	30	34	33	37	47	13.8%	15.9%	16.3%	18.2%	23.4%
55+	26	29	29	35	36	12.0%	13.6%	14.4%	17.2%	17.9%
Average Age	43.9	44.6	45.3	45.9	46.7					

Experience Distribution

Teachers by Experience

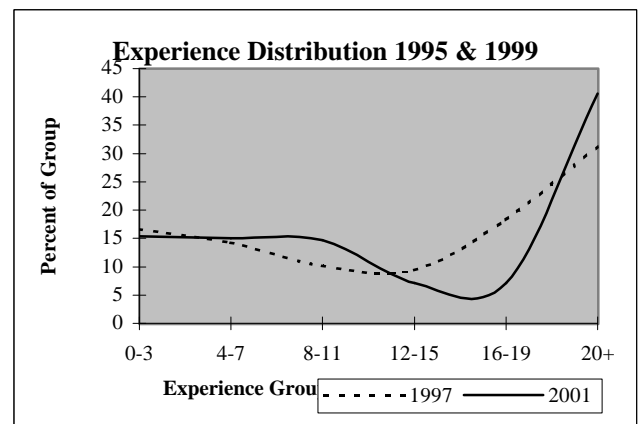
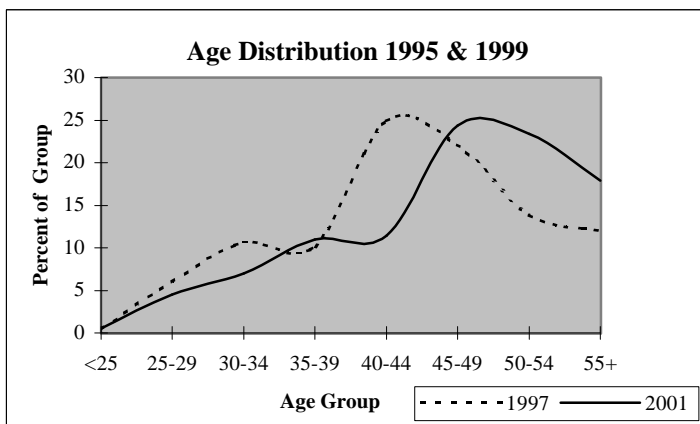
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	41	35	36	38	41	16.7%	14.1%	14.6%	15.0%	15.4%
4-7 Years	35	42	40	39	40	14.2%	16.9%	16.3%	15.4%	15.0%
8-11 Years	25	27	29	36	39	10.2%	10.8%	11.8%	14.2%	14.7%
12-15 Years	23	18	18	20	19	9.3%	7.2%	7.3%	7.9%	7.1%
16-19 Years	45	39	35	23	19	18.3%	15.7%	14.2%	9.1%	7.1%
20+ Years	77	88	88	98	108	31.3%	35.3%	35.8%	38.6%	40.6%
Average Experience	14.1	14.5	14.6	14.8	14.9					

District Report for: HARDIN COUNTY

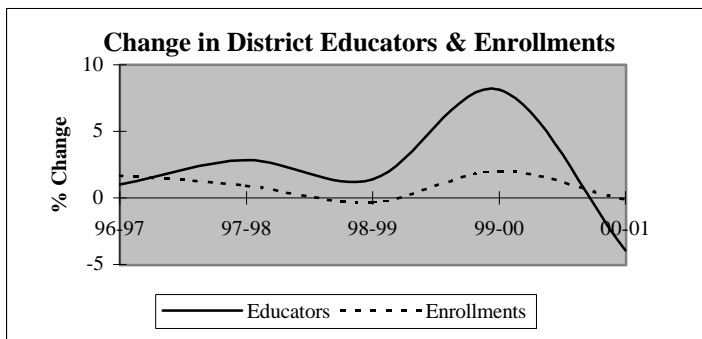
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	14	20	11	3	-	4.8%	6.8%	3.8%	1.0%	-
Attrition from Transfers	1	0	0	0	-	0.3%	0.0%	0.0%	0.0%	-
Attrition from Exits	13	20	11	3	-	4.4%	6.8%	3.8%	1.0%	-
Teacher Attrition	12	16	10	2	-	4.9%	6.4%	4.1%	0.8%	-
Attrition from Transfers	1	0	0	0	-	0.4%	0.0%	0.0%	0.0%	-
Attrition from Exits	11	16	10	2	-	4.5%	6.4%	4.1%	0.8%	-
District Retention										
Educator Retention	279	275	278	297	-	95.2%	93.2%	96.2%	99.0%	-
Teacher Retention	234	233	236	252	-	95.1%	93.6%	95.9%	99.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	95.9%	0.0%	4.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.1%	0.0%	10.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	94.1%	0.0%	5.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.8%	0.0%	10.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.8%	0.0%	4.2%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	98.0%	0.0%	2.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	7.1%	9.5%	11.1%	11.8%	13.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	5.7%	7.7%	6.3%	5.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.0%	1.0%	1.3%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.9%	94.9%	94.5%	91.7%	93.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.1%	5.1%	4.5%	6.7%	4.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HAWKINS COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.7	14.4	14.1	13.3	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.2	16.9	16.6	15.6	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	5	14	7	42	-22	-	-	-	-	-
% Change in Educators	1.0%	2.8%	1.4%	8.1%	-3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	120	67	-26	147	-12	-	-	-	-	-
% Change in Enrollment:	1.7%	0.9%	-0.4%	2.0%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.8%	0.4%	0.4%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.1%	5.0%	4.8%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.3%	10.0%	9.7%	9.5%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.0%	1.0%	1.1%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	15.4%	19.2%	23.1%	22.2%	17.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.8	42.7	42.9	42.9	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	14.9	14.7	14.1	13.7	13.8	13.7	13.7	13.4	13.3
Average Salary	30,336	29,805	30,992	31,558	31,296	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.2%	1.0%	0.9%	1.1%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.8%	74.8%	75.5%	74.9%	76.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.4%	10.6%	11.6%	12.3%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.2%	na	1.6%	1.4%	1.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.5%	0.5%	1.0%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

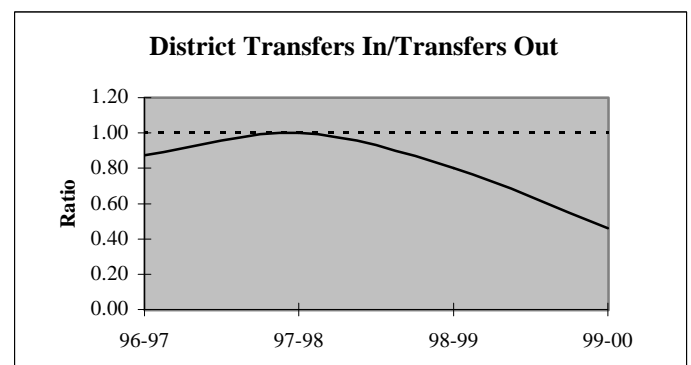
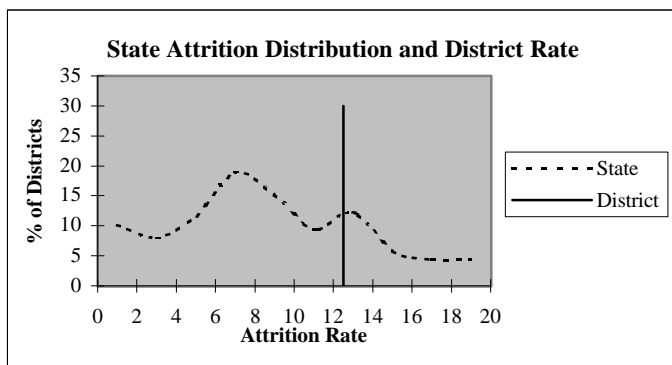
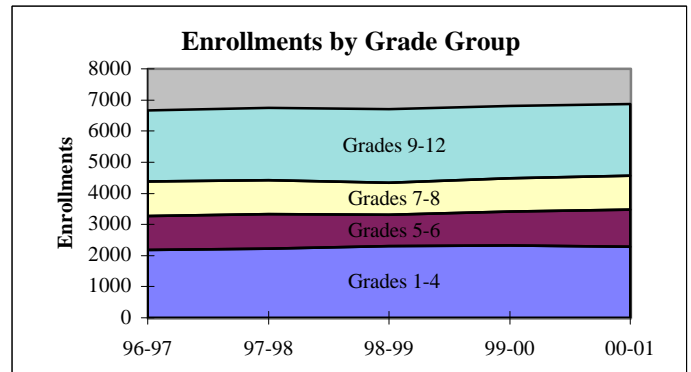
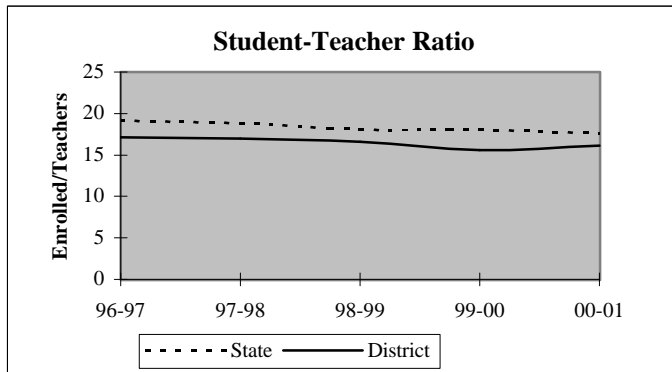
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	496	510	517	559	537	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	458	456	465	492	489	92.3%	89.4%	89.9%	88.0%	91.1%
Newly Hired	38	54	52	67	48	7.7%	10.6%	10.1%	12.0%	8.9%
Transfers In	7	6	4	6	8	18.4%	11.1%	7.7%	9.0%	16.7%
Reentrants	13	16	21	20	16	34.2%	29.6%	40.4%	29.9%	33.3%
First Time Educators	18	32	27	41	24	47.4%	59.3%	51.9%	61.2%	50.0%
Total Exiting Next Year	40	45	25	70	-	8.1%	8.8%	4.8%	12.5%	-
Transfers Out	8	6	5	13	-	20.0%	13.3%	20.0%	18.6%	-
Leave Tennessee Educ.	32	39	20	57	-	80.0%	86.7%	80.0%	81.4%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	8.8%	4.8%	12.5%	-
Transfers In/Out	0.88	1.00	0.80	0.46	-

District Report for: HAWKINS COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	496	510	517	559	537	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	26	26	26	27	23	5.2%	5.1%	5.0%	4.8%	4.3%
Professional Staff	46	51	50	53	53	9.3%	10.0%	9.7%	9.5%	9.9%
Total Teachers	424	433	441	479	461	85.5%	84.9%	85.3%	85.7%	85.8%
Special Education	44	46	51	59	54	10.4%	10.6%	11.6%	12.3%	11.7%
Pre-K & Kindergarten	26	29	28	31	33	6.1%	6.7%	6.3%	6.5%	7.2%
Elementary (1-4)	150	156	165	174	171	35.4%	36.0%	37.4%	36.3%	37.1%
Middle School (5-6)	47	48	49	54	47	11.1%	11.1%	11.1%	11.3%	10.2%
Jr. High (7-8)	43	42	37	46	42	10.1%	9.7%	8.4%	9.6%	9.1%
High School (9-12)	114	112	111	115	114	26.9%	25.9%	25.2%	24.0%	24.7%
Business	6	8	7	9	5	5.3%	7.1%	6.3%	7.8%	4.4%
Language Arts	17	14	14	14	15	14.9%	12.5%	12.6%	12.2%	13.2%
Social Studies	12	15	16	16	17	10.5%	13.4%	14.4%	13.9%	14.9%
Foreign Language	4	6	6	6	5	3.5%	5.4%	5.4%	5.2%	4.4%
Mathematics	11	13	12	18	15	9.6%	11.6%	10.8%	15.7%	13.2%
Science	12	11	12	12	13	10.5%	9.8%	10.8%	10.4%	11.4%
Vocational Education	22	22	22	20	22	19.3%	19.6%	19.8%	17.4%	19.3%
Other High School	30	23	22	20	22	26.3%	20.5%	19.8%	17.4%	19.3%

Total Enrollments	7,272	7,339	7,313	7,460	7,448	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	557	553	561	576	522	7.7%	7.5%	7.7%	7.7%	7.0%
Grades 1-4	2,182	2,230	2,300	2,323	2,293	30.0%	30.4%	31.5%	31.1%	30.8%
Grades 5-6	1,092	1,096	1,001	1,101	1,192	15.0%	14.9%	13.7%	14.8%	16.0%
Grades 7-8	1,108	1,099	1,038	1,067	1,084	15.2%	15.0%	14.2%	14.3%	14.6%
Grades 9-12	2,279	2,325	2,365	2,320	2,294	31.3%	31.7%	32.3%	31.1%	30.8%
Ungraded	54	36	48	73	63	0.7%	0.5%	0.7%	1.0%	0.8%



District Report for: HAWKINS COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	26	26	26	27	23	5.4%	5.3%	5.3%	5.1%	4.5%
White - Females	4	5	6	6	4	15.4%	19.2%	23.1%	22.2%	17.4%
White - Males	22	21	20	21	19	84.6%	80.8%	76.9%	77.8%	82.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	49	45	48	50	9.2%	10.0%	9.1%	9.0%	9.7%
White - Females	32	38	34	37	38	72.7%	77.6%	75.6%	77.1%	76.0%
White - Males	11	10	10	10	10	25.0%	20.4%	22.2%	20.8%	20.0%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.3%	2.0%	2.2%	2.1%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	409	416	422	457	440	85.4%	84.7%	85.6%	85.9%	85.8%
White - Females	300	309	316	341	336	73.3%	74.3%	74.9%	74.6%	76.4%
White - Males	104	103	102	111	101	25.4%	24.8%	24.2%	24.3%	23.0%
Black - Females	3	3	3	3	1	0.7%	0.7%	0.7%	0.7%	0.2%
Black - Males	1	0	1	1	0	0.2%	0.0%	0.2%	0.2%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.2%	0.2%
Other - Males	1	1	0	0	1	0.2%	0.2%	0.0%	0.0%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	5	6	5	2	1.5%	1.2%	1.5%	1.2%	0.5%
25-29	54	61	63	62	39	13.4%	15.1%	15.4%	14.7%	10.0%
30-34	36	38	41	52	63	8.9%	9.4%	10.0%	12.4%	16.2%
35-39	47	51	49	41	42	11.7%	12.6%	12.0%	9.7%	10.8%
40-45	68	55	49	57	53	16.9%	13.6%	12.0%	13.5%	13.6%
45-49	81	75	74	69	65	20.1%	18.5%	18.1%	16.4%	16.7%
50-54	59	65	68	77	76	14.6%	16.0%	16.7%	18.3%	19.5%
55+	52	55	58	58	50	12.9%	13.6%	14.2%	13.8%	12.8%
Average Age	42.8	42.7	42.9	42.9	43.2					

Experience Distribution

Teachers by Experience

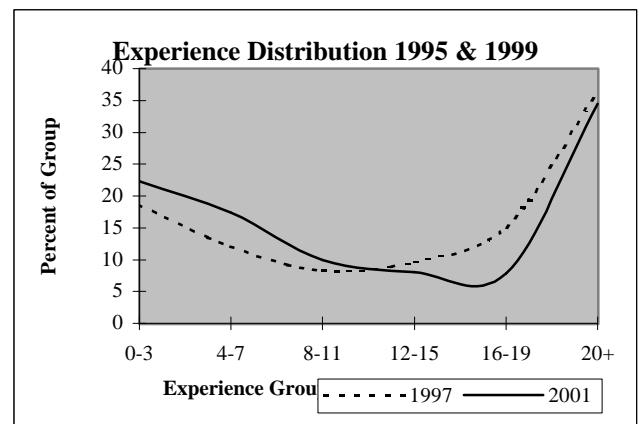
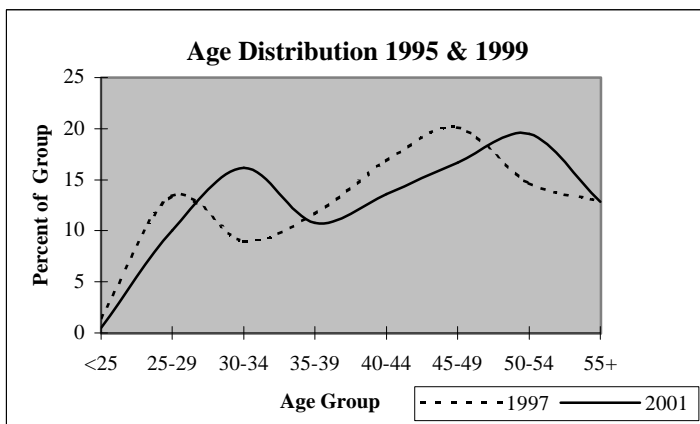
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	79	78	80	104	103	18.6%	18.0%	18.1%	21.7%	22.3%
4-7 Years	51	68	75	84	80	12.0%	15.7%	17.0%	17.5%	17.4%
8-11 Years	35	36	37	41	46	8.3%	8.3%	8.4%	8.6%	10.0%
12-15 Years	41	39	40	32	37	9.7%	9.0%	9.1%	6.7%	8.0%
16-19 Years	64	50	42	42	36	15.1%	11.5%	9.5%	8.8%	7.8%
20+ Years	154	162	167	176	159	36.3%	37.4%	37.9%	36.7%	34.5%
Average Experience	15.2	14.9	14.7	14.1	13.7					

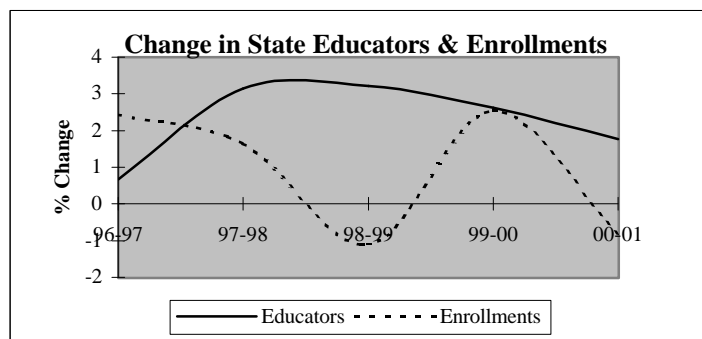
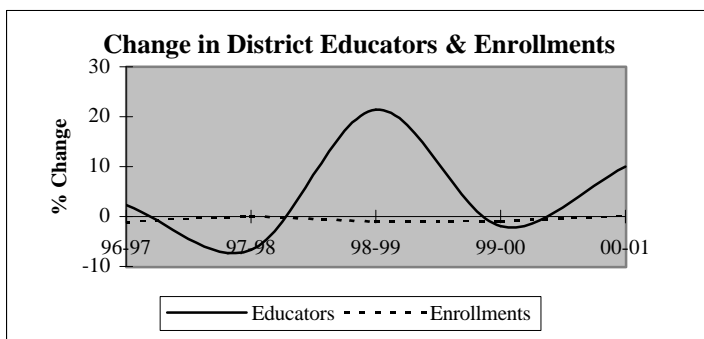
District Report for: HAWKINS COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	40	45	25	70	-	8.1%	8.8%	4.8%	12.5%	-
Attrition from Transfers	8	6	5	13	-	1.6%	1.2%	1.0%	2.3%	-
Attrition from Exits	32	39	20	57	-	6.5%	7.6%	3.9%	10.2%	-
Teacher Attrition	33	37	24	58	-	7.8%	8.5%	5.4%	12.1%	-
Attrition from Transfers	8	4	5	11	-	1.9%	0.9%	1.1%	2.3%	-
Attrition from Exits	25	33	19	47	-	5.9%	7.6%	4.3%	9.8%	-
District Retention										
Educator Retention	456	465	492	489	-	91.9%	91.2%	95.2%	87.5%	-
Teacher Retention	391	396	417	421	-	92.2%	91.5%	94.6%	87.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	76.6%	7.8%	15.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.5%	6.2%	9.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.1%	4.0%	9.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.7%	3.1%	5.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.5%	3.2%	5.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	96.7%	0.0%	3.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.3%	12.2%	17.5%	20.2%	19.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.0%	7.7%	11.5%	10.5%	10.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.4%	1.4%	0.7%	2.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	89.8%	89.2%	88.0%	89.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.2%	0.2%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	9.8%	9.3%	11.1%	7.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	14.6	15.6	12.7	12.8	11.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.4	17.7	14.4	14.6	14.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	-3	9	-1	5	-	-	-	-	-
% Change in Educators	2.3%	-6.7%	21.4%	-2.0%	10.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-8	0	-7	-6	1	-	-	-	-	-
% Change in Enrollment:	-1.2%	0.0%	-1.1%	-0.9%	0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.2%	2.4%	2.0%	0.0%	18.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.8%	3.9%	4.0%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	6.7%	7.1%	7.8%	8.0%	12.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	50.0%	50.0%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.5	39.9	40.0	40.1	39.9	43.3	43.5	43.6	43.7	43.9
Average Experience	10.8	11.3	10.5	10.9	10.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,981	30,828	31,957	34,292	31,347	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	87.5%	86.5%	86.7%	88.6%	89.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.5%	10.8%	13.3%	13.6%	10.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.9%	na	0.0%	7.0%	5.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	2.0%	0.0%	1.9%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	45	42	51	50	55	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	37	42	48	47	84.4%	88.1%	82.4%	96.0%	85.5%
Newly Hired	7	5	9	2	8	15.6%	11.9%	17.6%	4.0%	14.5%
Transfers In	1	0	2	0	0	14.3%	0.0%	22.2%	0.0%	0.0%
Reentrants	2	1	4	0	4	28.6%	20.0%	44.4%	0.0%	50.0%
First Time Educators	4	4	3	2	4	57.1%	80.0%	33.3%	100.0%	50.0%
Total Exiting Next Year	8	0	3	3	-	17.8%	0.0%	5.9%	6.0%	-
Transfers Out	1	0	1	2	-	12.5%	0.0%	33.3%	66.7%	-
Leave Tennessee Educ.	7	0	2	1	-	87.5%	0.0%	66.7%	33.3%	-

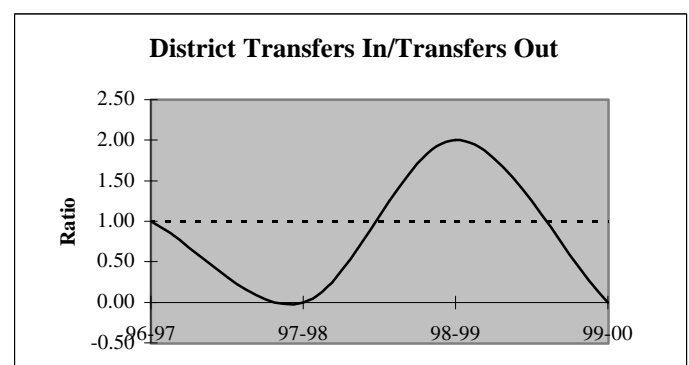
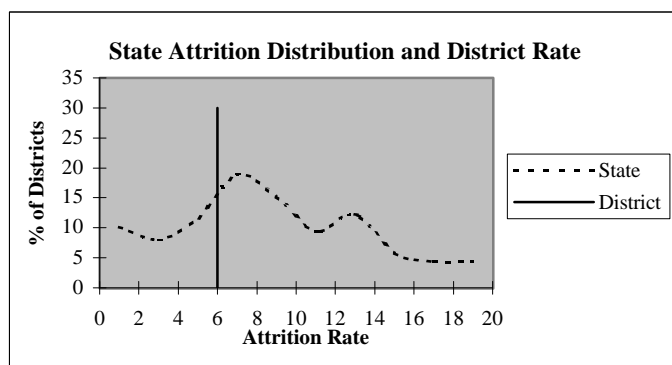
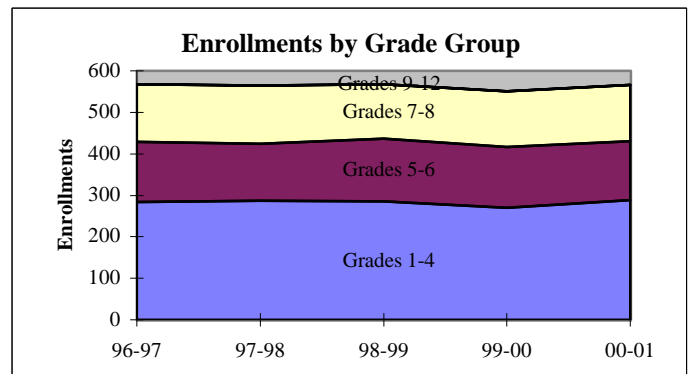
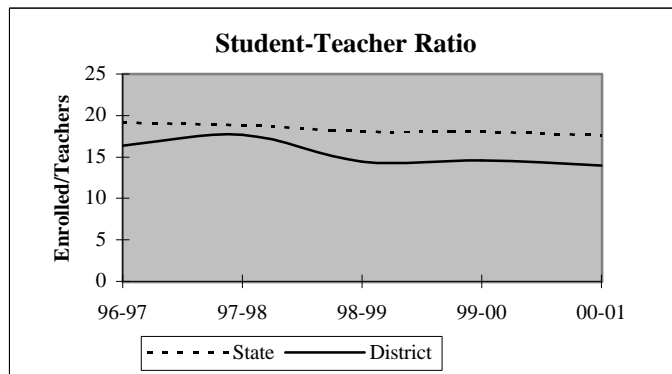
Dynamics Rates

	District Rates				
District Attrition	17.8%	0.0%	5.9%	6.0%	-
Transfers In/Out	1.00	nc	2.00	0.00	-

District Report for: ROGERSVILLE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	45	42	51	50	55	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	4.4%	4.8%	3.9%	4.0%	3.6%
Professional Staff	3	3	4	4	7	6.7%	7.1%	7.8%	8.0%	12.7%
Total Teachers	40	37	45	44	46	88.9%	88.1%	88.2%	88.0%	83.6%
Special Education	3	4	6	6	5	7.5%	10.8%	13.3%	13.6%	10.9%
Pre-K & Kindergarten	4	3	4	4	5	10.0%	8.1%	8.9%	9.1%	10.9%
Elementary (1-4)	19	19	23	21	23	47.5%	51.4%	51.1%	47.7%	50.0%
Middle School (5-6)	7	5	6	7	7	17.5%	13.5%	13.3%	15.9%	15.2%
Jr. High (7-8)	7	6	6	6	6	17.5%	16.2%	13.3%	13.6%	13.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	655	655	648	642	643	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	82	78	71	79	68	12.5%	11.9%	11.0%	12.3%	10.6%
Grades 1-4	284	287	286	270	289	43.4%	43.8%	44.1%	42.1%	44.9%
Grades 5-6	145	137	151	146	141	22.1%	20.9%	23.3%	22.7%	21.9%
Grades 7-8	139	140	131	135	136	21.2%	21.4%	20.2%	21.0%	21.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	5	13	9	12	9	0.8%	2.0%	1.4%	1.9%	1.4%



District Report for: ROGERSVILLE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	2	2	2	2	4.4%	4.8%	3.9%	4.0%	3.7%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	3	4	4	7	6.7%	7.1%	7.8%	8.0%	13.0%
White - Females	2	2	3	3	6	66.7%	66.7%	75.0%	75.0%	85.7%
White - Males	1	1	1	1	1	33.3%	33.3%	25.0%	25.0%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	40	37	45	44	45	88.9%	88.1%	88.2%	88.0%	83.3%
White - Females	35	32	39	39	40	87.5%	86.5%	86.7%	88.6%	88.9%
White - Males	5	5	6	5	5	12.5%	13.5%	13.3%	11.4%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	1	1	1	2.5%	2.9%	2.4%	2.4%	2.4%
25-29	6	4	5	4	3	15.0%	11.4%	12.2%	9.8%	7.1%
30-34	7	6	7	8	12	17.5%	17.1%	17.1%	19.5%	28.6%
35-39	7	6	6	6	6	17.5%	17.1%	14.6%	14.6%	14.3%
40-45	6	7	8	7	5	15.0%	20.0%	19.5%	17.1%	11.9%
45-49	7	7	7	7	7	17.5%	20.0%	17.1%	17.1%	16.7%
50-54	4	2	4	6	7	10.0%	5.7%	9.8%	14.6%	16.7%
55+	2	2	3	2	1	5.0%	5.7%	7.3%	4.9%	2.4%
Average Age	39.5	39.9	40.0	40.1	39.9					

Experience Distribution

Teachers by Experience

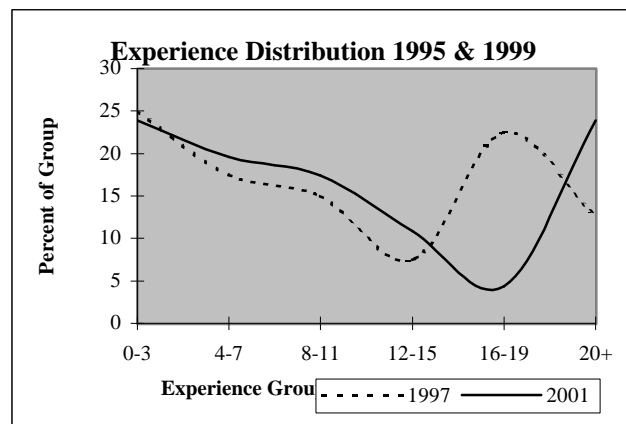
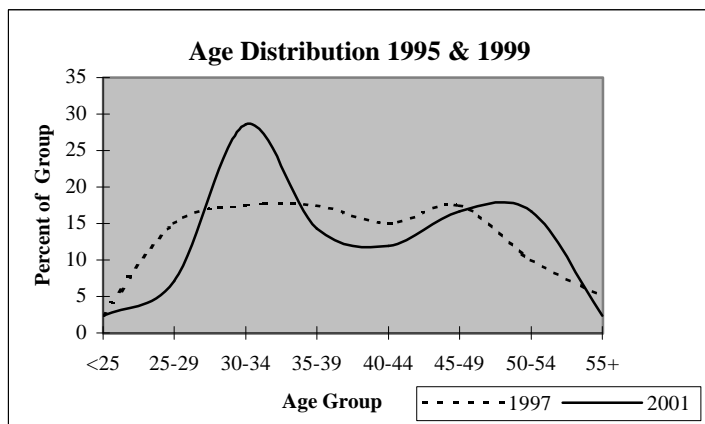
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	10	10	13	10	11	25.0%	27.0%	28.9%	22.7%	23.9%
4-7 Years	7	6	9	9	9	17.5%	16.2%	20.0%	20.5%	19.6%
8-11 Years	6	5	6	7	8	15.0%	13.5%	13.3%	15.9%	17.4%
12-15 Years	3	3	3	4	5	7.5%	8.1%	6.7%	9.1%	10.9%
16-19 Years	9	7	5	5	2	22.5%	18.9%	11.1%	11.4%	4.3%
20+ Years	5	6	9	9	11	12.5%	16.2%	20.0%	20.5%	23.9%
Average Experience	10.8	11.3	10.5	10.9	10.9					

District Report for: ROGERSVILLE

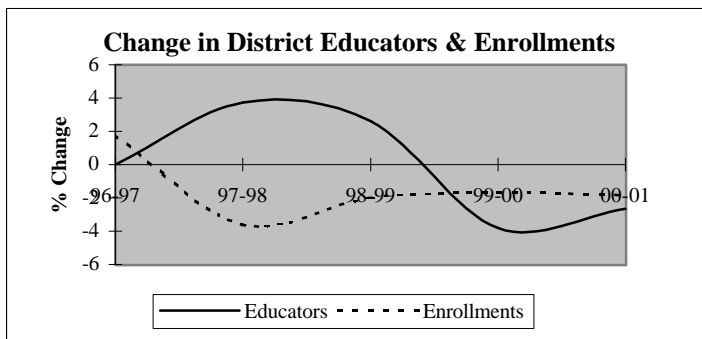
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	8	0	3	3	-	17.8%	0.0%	5.9%	6.0%	-
Attrition from Transfers	1	0	1	2	-	2.2%	0.0%	2.0%	4.0%	-
Attrition from Exits	7	0	2	1	-	15.6%	0.0%	3.9%	2.0%	-
Teacher Attrition	7	0	2	3	-	17.5%	0.0%	4.4%	6.8%	-
Attrition from Transfers	1	0	1	2	-	2.5%	0.0%	2.2%	4.5%	-
Attrition from Exits	6	0	1	1	-	15.0%	0.0%	2.2%	2.3%	-
District Retention										
Educator Retention	37	42	48	47	-	82.2%	100.0%	94.1%	94.0%	-
Teacher Retention	33	37	43	41	-	82.5%	100.0%	95.6%	93.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.6%	7.1%	14.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.4%	11.8%	5.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	71.4%	14.3%	14.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.9%	0.0%	9.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.0%	10.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.9%	14.5%	20.4%	21.2%	19.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.9%	14.5%	20.4%	21.2%	17.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	2.4%	2.0%	2.0%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.7%	85.7%	82.4%	94.0%	83.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.3%	11.9%	13.7%	4.0%	14.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HAYWOOD COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.2	13.2	12.6	12.9	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.6	15.4	14.9	15.1	15.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	11	8	-12	-8	-	-	-	-	-
% Change in Educators	0.0%	3.7%	2.6%	-3.8%	-2.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	73	-152	-81	-67	-72	-	-	-	-	-
% Change in Enrollment:	1.8%	-3.6%	-2.0%	-1.7%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.7%	0.0%	0.0%	0.0%	10.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.6%	5.4%	5.0%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.2%	9.5%	10.2%	9.9%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	21.3%	20.2%	21.7%	20.4%	20.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	31.3%	21.4%	17.6%	20.0%	29.4%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	56.3%	57.1%	58.8%	60.0%	61.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.9	44.2	44.8	44.9	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	12.7	12.6	12.6	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,104	29,344	31,144	32,645	32,346	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	21.0%	19.7%	21.5%	20.2%	19.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	82.9%	82.9%	81.1%	81.3%	82.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.7%	9.5%	10.6%	9.7%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	65.6%	na	66.2%	67.6%	68.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	3.4%	2.7%	1.7%	3.7%	3.4%	1.7%	1.6%	1.8%	1.8%	1.8%

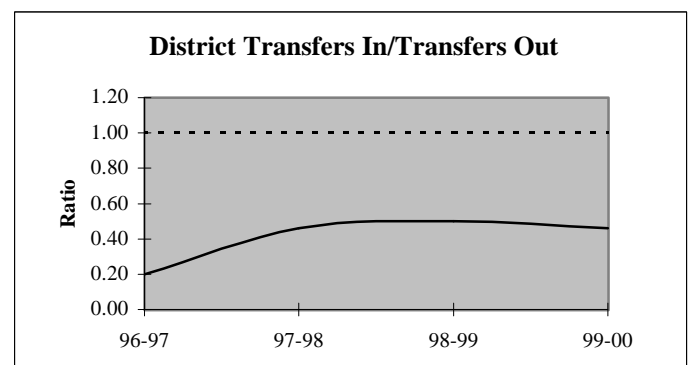
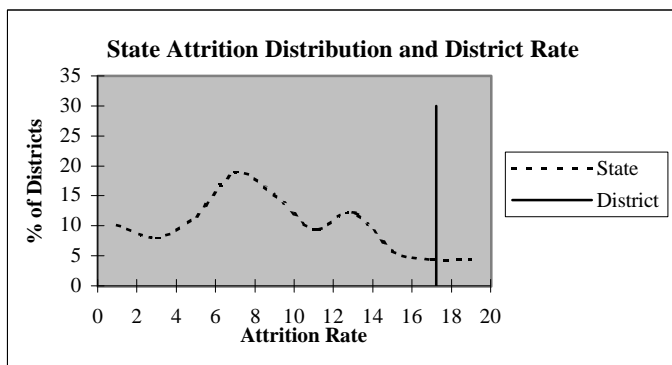
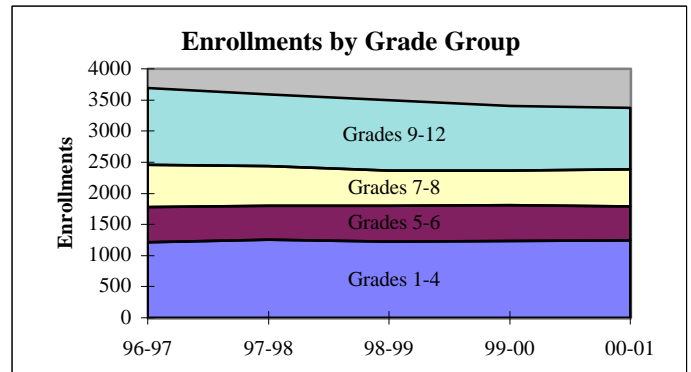
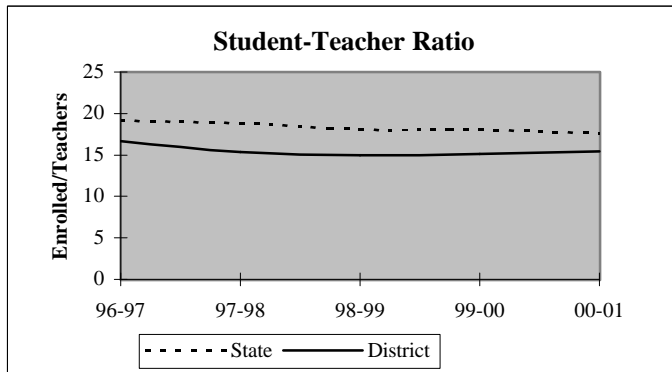
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	295	306	314	302	294	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	265	264	270	257	250	89.8%	86.3%	86.0%	85.1%	85.0%
Newly Hired	30	42	44	45	44	10.2%	13.7%	14.0%	14.9%	15.0%
Transfers In	2	6	6	6	10	6.7%	14.3%	13.6%	13.3%	22.7%
Reentrants	5	8	8	13	12	16.7%	19.0%	18.2%	28.9%	27.3%
First Time Educators	23	28	30	26	22	76.7%	66.7%	68.2%	57.8%	50.0%
Total Exiting Next Year	31	36	57	52	-	10.5%	11.8%	18.2%	17.2%	-
Transfers Out	10	13	12	13	-	32.3%	36.1%	21.1%	25.0%	-
Leave Tennessee Educ.	21	23	45	39	-	67.7%	63.9%	78.9%	75.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	10.5%	11.8%	18.2%	17.2%	-
Transfers In/Out	0.20	0.46	0.50	0.46	-

District Report for: HAYWOOD COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	295	306	314	302	294	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	14	17	15	18	5.4%	4.6%	5.4%	5.0%	6.1%
Professional Staff	27	29	32	30	28	9.2%	9.5%	10.2%	9.9%	9.5%
Total Teachers	252	263	265	257	248	85.4%	85.9%	84.4%	85.1%	84.4%
Special Education	22	25	28	25	25	8.7%	9.5%	10.6%	9.7%	10.1%
Pre-K & Kindergarten	18	22	19	25	25	7.1%	8.4%	7.2%	9.7%	10.1%
Elementary (1-4)	88	90	91	92	92	34.9%	34.2%	34.3%	35.8%	37.1%
Middle School (5-6)	28	29	31	29	26	11.1%	11.0%	11.7%	11.3%	10.5%
Jr. High (7-8)	38	38	37	32	30	15.1%	14.4%	14.0%	12.5%	12.1%
High School (9-12)	58	59	59	54	50	23.0%	22.4%	22.3%	21.0%	20.2%
Business	2	2	2	2	2	3.4%	3.4%	3.4%	3.7%	4.0%
Language Arts	9	10	10	10	9	15.5%	16.9%	16.9%	18.5%	18.0%
Social Studies	6	6	6	5	6	10.3%	10.2%	10.2%	9.3%	12.0%
Foreign Language	1	1	1	1	2	1.7%	1.7%	1.7%	1.9%	4.0%
Mathematics	8	9	9	8	9	13.8%	15.3%	15.3%	14.8%	18.0%
Science	5	6	7	7	6	8.6%	10.2%	11.9%	13.0%	12.0%
Vocational Education	13	14	11	12	9	22.4%	23.7%	18.6%	22.2%	18.0%
Other High School	14	11	13	9	7	24.1%	18.6%	22.0%	16.7%	14.0%

Total Enrollments	4,191	4,039	3,958	3,891	3,819	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	368	338	333	347	312	8.8%	8.4%	8.4%	8.9%	8.2%
Grades 1-4	1,217	1,251	1,226	1,234	1,247	29.0%	31.0%	31.0%	31.7%	32.7%
Grades 5-6	566	546	577	575	547	13.5%	13.5%	14.6%	14.8%	14.3%
Grades 7-8	673	641	565	555	589	16.1%	15.9%	14.3%	14.3%	15.4%
Grades 9-12	1,239	1,152	1,132	1,037	993	29.6%	28.5%	28.6%	26.7%	26.0%
Ungraded	128	111	125	143	131	3.1%	2.7%	3.2%	3.7%	3.4%



District Report for: HAYWOOD COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	14	17	15	17	5.7%	4.9%	5.9%	5.4%	6.1%
White - Females	5	5	7	6	5	31.3%	35.7%	41.2%	40.0%	29.4%
White - Males	6	6	7	6	7	37.5%	42.9%	41.2%	40.0%	41.2%
Black - Females	4	3	3	3	5	25.0%	21.4%	17.6%	20.0%	29.4%
Black - Males	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	24	26	27	25	8.2%	8.4%	9.0%	9.6%	9.0%
White - Females	12	12	13	15	15	52.2%	50.0%	50.0%	55.6%	60.0%
White - Males	7	6	6	6	5	30.4%	25.0%	23.1%	22.2%	20.0%
Black - Females	4	6	7	6	5	17.4%	25.0%	26.9%	22.2%	20.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	243	249	247	238	236	86.2%	86.8%	85.2%	85.0%	84.9%
White - Females	159	166	162	158	159	65.4%	66.7%	65.6%	66.4%	67.4%
White - Males	33	34	32	32	31	13.6%	13.7%	13.0%	13.4%	13.1%
Black - Females	46	43	44	42	41	18.9%	17.3%	17.8%	17.6%	17.4%
Black - Males	5	5	8	6	5	2.1%	2.0%	3.2%	2.5%	2.1%
Other - Females	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	4	4	2	1.0%	1.0%	2.2%	2.3%	1.2%
25-29	23	17	10	10	13	11.3%	8.6%	5.4%	5.8%	7.9%
30-34	25	27	22	23	22	12.3%	13.6%	11.9%	13.4%	13.4%
35-39	22	23	24	20	17	10.8%	11.6%	13.0%	11.6%	10.4%
40-45	30	27	22	19	19	14.8%	13.6%	11.9%	11.0%	11.6%
45-49	38	38	31	31	28	18.7%	19.2%	16.8%	18.0%	17.1%
50-54	22	27	38	35	37	10.8%	13.6%	20.5%	20.3%	22.6%
55+	41	37	34	30	26	20.2%	18.7%	18.4%	17.4%	15.9%
Average Age	43.9	44.2	44.8	44.9	44.9					

Experience Distribution

Teachers by Experience

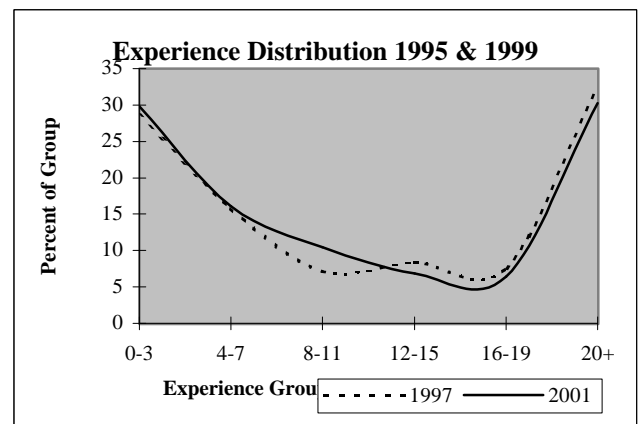
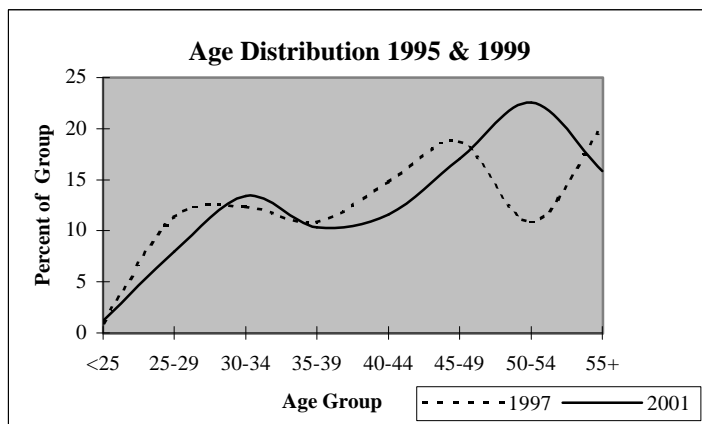
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	72	73	70	76	74	28.6%	27.8%	26.4%	29.6%	29.8%
4-7 Years	40	52	53	43	40	15.9%	19.8%	20.0%	16.7%	16.1%
8-11 Years	18	22	21	20	26	7.1%	8.4%	7.9%	7.8%	10.5%
12-15 Years	21	18	23	24	17	8.3%	6.8%	8.7%	9.3%	6.9%
16-19 Years	19	16	18	17	16	7.5%	6.1%	6.8%	6.6%	6.5%
20+ Years	82	82	80	77	75	32.5%	31.2%	30.2%	30.0%	30.2%
Average Experience	13.1	12.7	12.6	12.6	12.6					

District Report for: HAYWOOD COUNTY

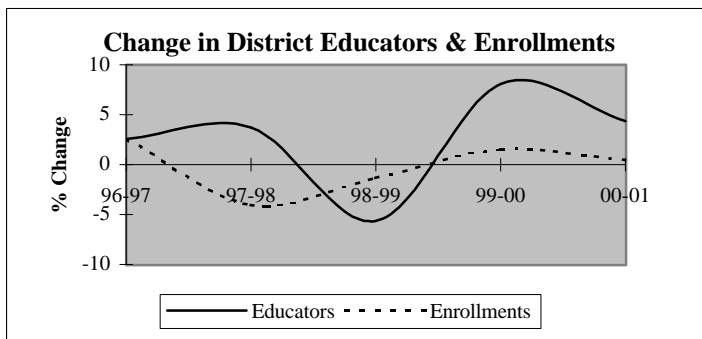
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	31	36	57	52	-	10.5%	11.8%	18.2%	17.2%	-
Attrition from Transfers	10	13	12	13	-	3.4%	4.2%	3.8%	4.3%	-
Attrition from Exits	21	23	45	39	-	7.1%	7.5%	14.3%	12.9%	-
Teacher Attrition	28	35	49	47	-	11.1%	13.3%	18.5%	18.3%	-
Attrition from Transfers	10	12	12	12	-	4.0%	4.6%	4.5%	4.7%	-
Attrition from Exits	18	23	37	35	-	7.1%	8.7%	14.0%	13.6%	-
District Retention										
Educator Retention	264	270	257	250	-	89.5%	88.2%	81.8%	82.8%	-
Teacher Retention	224	228	216	210	-	88.9%	86.7%	81.5%	81.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	64.8%	9.8%	25.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	76.9%	8.8%	14.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	68.5%	9.0%	22.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	80.0%	7.7%	12.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.5%	3.2%	6.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	86.6%	4.5%	9.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.8%	18.3%	23.2%	25.2%	22.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	12.1%	15.0%	9.6%	10.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	1.3%	0.3%	1.0%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.2%	86.6%	87.3%	86.1%	86.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.5%	12.1%	12.4%	12.9%	11.6%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HENDERSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.4	14.2	14.9	14.0	13.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	16.2	16.8	15.9	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	6	9	-14	19	11	-	-	-	-	-
% Change in Educators	2.6%	3.8%	-5.6%	8.1%	4.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	95	-148	-48	53	17	-	-	-	-	-
% Change in Enrollment:	2.6%	-4.0%	-1.4%	1.5%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.8%	0.4%	0.4%	6.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.6%	4.4%	5.1%	4.7%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	7.5%	7.6%	6.4%	7.5%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.5%	3.8%	2.7%	2.9%	3.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	9.1%	0.0%	8.3%	8.3%	23.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.9	42.6	43.4	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.7	13.6	13.3	13.5	13.0	13.8	13.7	13.7	13.4	13.3
Average Salary	30,005	30,080	31,669	32,522	31,668	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.5%	3.8%	2.5%	2.8%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.4%	76.7%	78.8%	78.5%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.3%	13.2%	13.5%	13.5%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.7%	na	9.4%	9.0%	9.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	1.6%	1.5%	1.7%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%

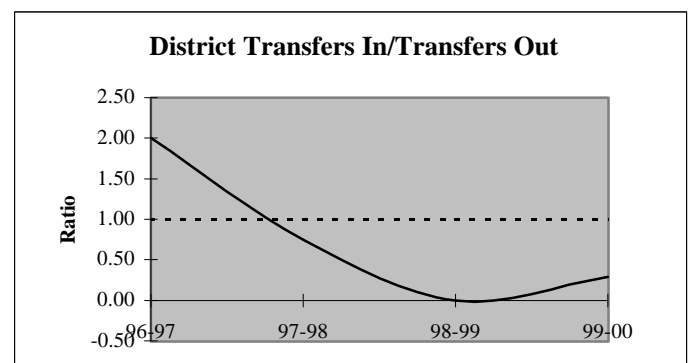
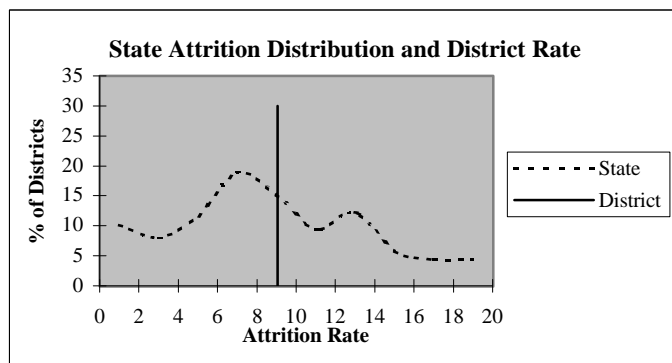
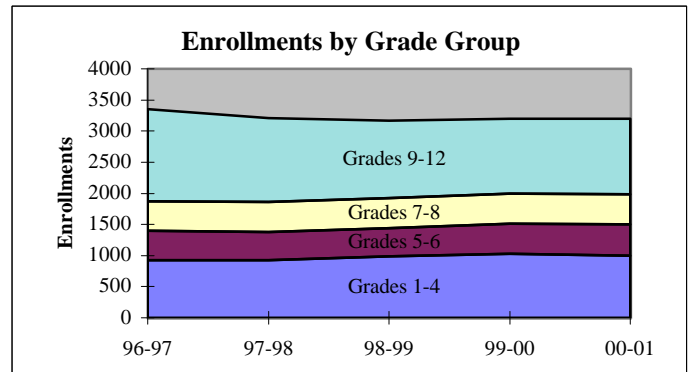
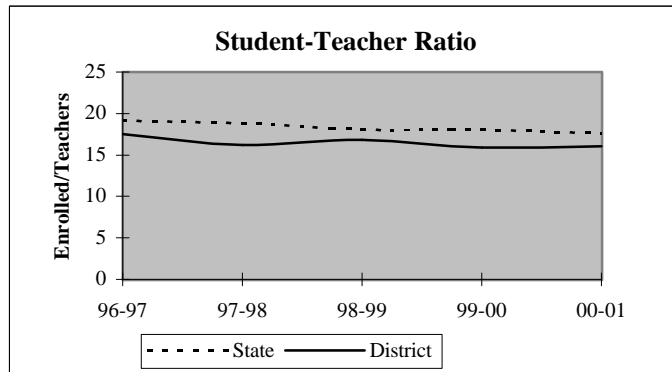
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	240	249	235	254	265	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	215	229	219	233	231	89.6%	92.0%	93.2%	91.7%	87.2%
Newly Hired	25	20	16	21	34	10.4%	8.0%	6.8%	8.3%	12.8%
Transfers In	4	3	0	2	4	16.0%	15.0%	0.0%	9.5%	11.8%
Reentrants	9	4	4	10	12	36.0%	20.0%	25.0%	47.6%	35.3%
First Time Educators	12	13	12	9	18	48.0%	65.0%	75.0%	42.9%	52.9%
Total Exiting Next Year	11	30	2	23	-	4.6%	12.0%	0.9%	9.1%	-
Transfers Out	2	4	1	7	-	18.2%	13.3%	50.0%	30.4%	-
Leave Tennessee Educ.	9	26	1	16	-	81.8%	86.7%	50.0%	69.6%	-

Dynamics Rates	District Rates				
District Attrition	4.6%	12.0%	0.9%	9.1%	-
Transfers In/Out	2.00	0.75	0.00	0.29	-

District Report for: HENDERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	240	249	235	254	265	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	12	12	13	4.6%	4.4%	5.1%	4.7%	4.9%
Professional Staff	18	19	15	19	30	7.5%	7.6%	6.4%	7.5%	11.3%
Total Teachers	211	219	208	223	222	87.9%	88.0%	88.5%	87.8%	83.8%
Special Education	28	29	28	30	24	13.3%	13.2%	13.5%	13.5%	10.8%
Pre-K & Kindergarten	14	14	13	13	14	6.6%	6.4%	6.3%	5.8%	6.3%
Elementary (1-4)	60	63	66	72	77	28.4%	28.8%	31.7%	32.3%	34.7%
Middle School (5-6)	22	24	24	25	24	10.4%	11.0%	11.5%	11.2%	10.8%
Jr. High (7-8)	22	21	23	23	24	10.4%	9.6%	11.1%	10.3%	10.8%
High School (9-12)	65	68	54	60	59	30.8%	31.1%	26.0%	26.9%	26.6%
Business	1	1	1	1	0	1.5%	1.5%	1.9%	1.7%	0.0%
Language Arts	10	8	7	10	10	15.4%	11.8%	13.0%	16.7%	16.9%
Social Studies	6	4	3	5	6	9.2%	5.9%	5.6%	8.3%	10.2%
Foreign Language	3	3	2	2	2	4.6%	4.4%	3.7%	3.3%	3.4%
Mathematics	5	6	6	8	7	7.7%	8.8%	11.1%	13.3%	11.9%
Science	7	8	8	7	6	10.8%	11.8%	14.8%	11.7%	10.2%
Vocational Education	15	15	13	15	17	23.1%	22.1%	24.1%	25.0%	28.8%
Other High School	18	23	14	12	11	27.7%	33.8%	25.9%	20.0%	18.6%

Total Enrollments	3,692	3,544	3,496	3,549	3,566	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	277	274	271	289	317	7.5%	7.7%	7.8%	8.1%	8.9%
Grades 1-4	925	922	986	1,024	998	25.1%	26.0%	28.2%	28.9%	28.0%
Grades 5-6	474	455	456	491	504	12.8%	12.8%	13.0%	13.8%	14.1%
Grades 7-8	468	489	478	481	483	12.7%	13.8%	13.7%	13.6%	13.5%
Grades 9-12	1,485	1,346	1,249	1,205	1,215	40.2%	38.0%	35.7%	34.0%	34.1%
Ungraded	63	58	56	59	49	1.7%	1.6%	1.6%	1.7%	1.4%



District Report for: HENDERSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	10	11	11	13	4.4%	4.2%	4.9%	4.5%	5.1%
White - Females	1	0	1	1	3	10.0%	0.0%	9.1%	9.1%	23.1%
White - Males	9	10	10	10	10	90.0%	100.0%	90.9%	90.9%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	19	15	19	29	7.9%	8.0%	6.6%	7.8%	11.4%
White - Females	11	12	9	11	19	61.1%	63.2%	60.0%	57.9%	65.5%
White - Males	6	6	5	7	8	33.3%	31.6%	33.3%	36.8%	27.6%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
Black - Males	1	1	1	1	1	5.6%	5.3%	6.7%	5.3%	3.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	201	209	200	214	212	87.8%	87.8%	88.5%	87.7%	83.5%
White - Females	148	157	155	164	165	73.6%	75.1%	77.5%	76.6%	77.8%
White - Males	46	44	40	44	41	22.9%	21.1%	20.0%	20.6%	19.3%
Black - Females	5	6	5	6	6	2.5%	2.9%	2.5%	2.8%	2.8%
Black - Males	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	0	1	2	2	1.6%	0.0%	0.6%	1.1%	1.1%
25-29	18	18	19	15	17	9.6%	9.6%	10.7%	8.4%	9.8%
30-34	26	24	21	22	25	13.9%	12.8%	11.8%	12.3%	14.4%
35-39	27	32	35	33	27	14.4%	17.0%	19.7%	18.4%	15.5%
40-45	27	24	18	18	20	14.4%	12.8%	10.1%	10.1%	11.5%
45-49	39	40	39	34	26	20.9%	21.3%	21.9%	19.0%	14.9%
50-54	27	27	27	31	36	14.4%	14.4%	15.2%	17.3%	20.7%
55+	20	23	18	24	21	10.7%	12.2%	10.1%	13.4%	12.1%
Average Age	42.4	42.9	42.6	43.4	43.0					

Experience Distribution

Teachers by Experience

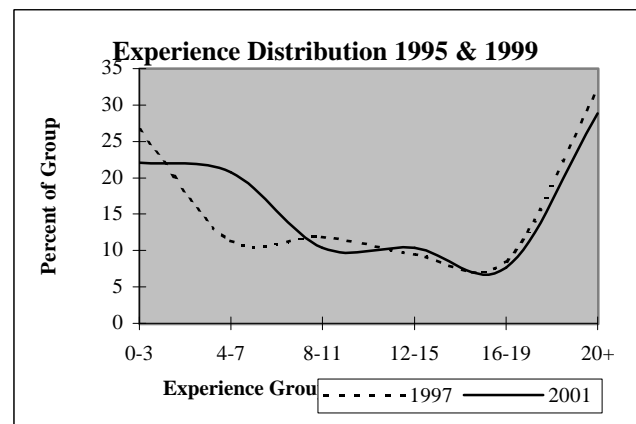
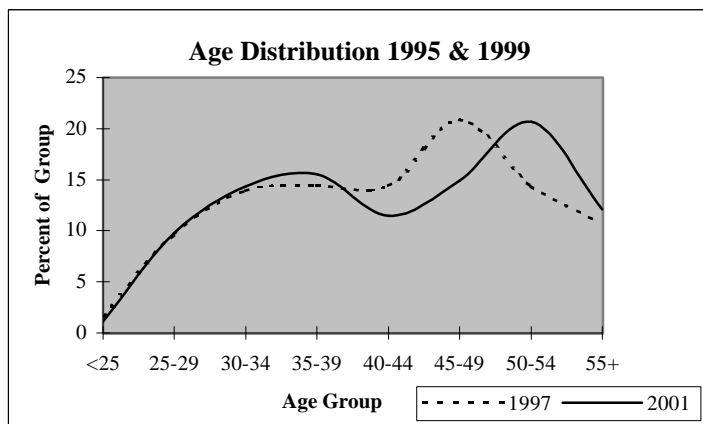
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	56	58	47	44	49	26.5%	26.5%	22.6%	19.7%	22.1%
4-7 Years	24	27	38	50	46	11.4%	12.3%	18.3%	22.4%	20.7%
8-11 Years	25	22	16	19	23	11.8%	10.0%	7.7%	8.5%	10.4%
12-15 Years	20	23	27	24	23	9.5%	10.5%	13.0%	10.8%	10.4%
16-19 Years	18	19	13	16	17	8.5%	8.7%	6.3%	7.2%	7.7%
20+ Years	68	70	67	70	64	32.2%	32.0%	32.2%	31.4%	28.8%
Average Experience	13.7	13.6	13.3	13.5	13.0					

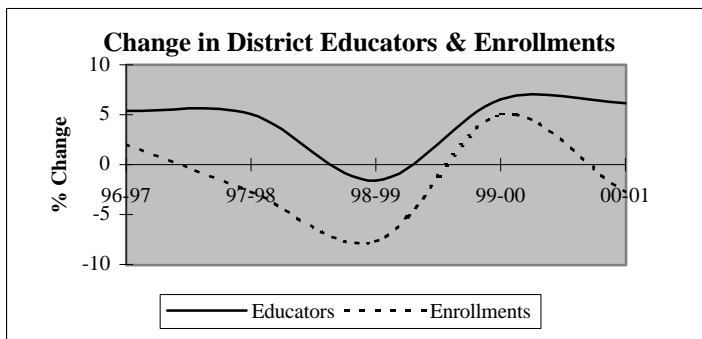
District Report for: HENDERSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	30	2	23	-	4.6%	12.0%	0.9%	9.1%	-
Attrition from Transfers	2	4	1	7	-	0.8%	1.6%	0.4%	2.8%	-
Attrition from Exits	9	26	1	16	-	3.8%	10.4%	0.4%	6.3%	-
Teacher Attrition	10	27	2	18	-	4.7%	12.3%	1.0%	8.1%	-
Attrition from Transfers	2	4	1	6	-	0.9%	1.8%	0.5%	2.7%	-
Attrition from Exits	8	23	1	12	-	3.8%	10.5%	0.5%	5.4%	-
District Retention										
Educator Retention	229	219	233	231	-	95.4%	88.0%	99.1%	90.9%	-
Teacher Retention	201	192	206	205	-	95.3%	87.7%	99.0%	91.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	83.1%	7.7%	9.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.6%	3.9%	6.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.8%	1.7%	8.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.4%	5.2%	3.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	96.1%	0.0%	3.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.7%	4.9%	2.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.5%	14.8%	17.9%	18.0%	19.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.7%	11.0%	14.3%	12.2%	11.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.8%	1.3%	0.4%	0.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.8%	91.6%	91.9%	89.8%	87.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	1.2%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.2%	7.6%	6.8%	8.7%	11.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	15.7	14.7	14.5	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.2	18.0	17.3	16.8	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	3	-1	4	4	-	-	-	-	-
% Change in Educators	5.4%	5.1%	-1.6%	6.6%	6.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	20	-27	-75	45	-26	-	-	-	-	-
% Change in Enrollment:	2.0%	-2.7%	-7.7%	5.0%	-2.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	1.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.4%	3.2%	3.3%	4.6%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.5%	9.7%	11.5%	9.2%	8.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.6%	5.2%	5.3%	5.0%	6.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.1	45.0	44.1	45.1	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	16.7	16.2	15.6	16.2	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	35,146	35,006	36,016	36,990	36,416	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.0%	5.9%	6.1%	5.8%	7.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.5%	88.9%	88.5%	87.5%	88.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.5%	11.1%	11.5%	12.5%	15.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	17.5%	na	18.1%	21.2%	22.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.2%	0.2%	0.2%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

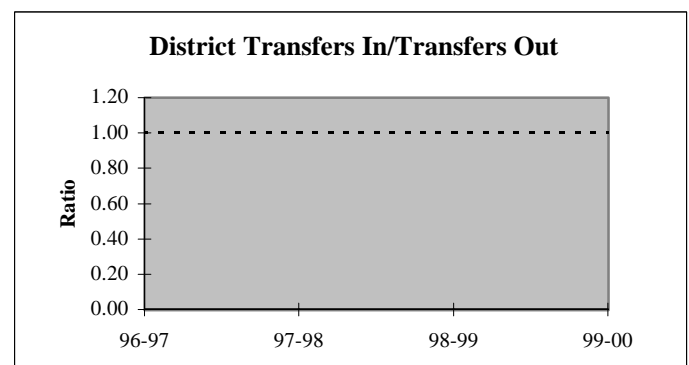
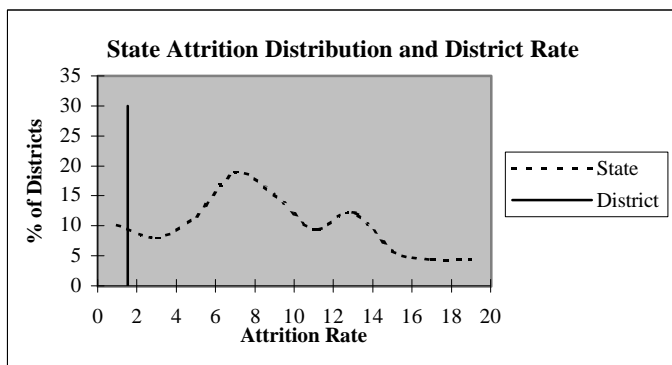
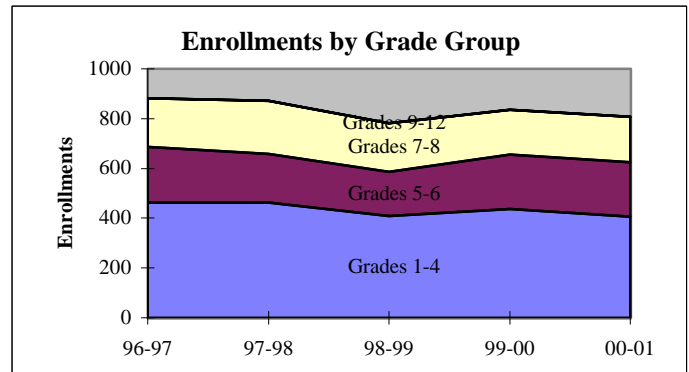
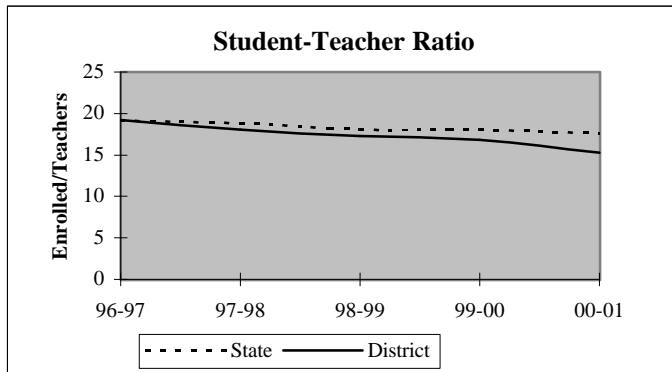
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	59	62	61	65	69	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	56	57	59	64	89.8%	90.3%	93.4%	90.8%	92.8%
Newly Hired	6	6	4	6	5	10.2%	9.7%	6.6%	9.2%	7.2%
Transfers In	3	1	0	2	2	50.0%	16.7%	0.0%	33.3%	40.0%
Reentrants	2	1	1	3	1	33.3%	16.7%	25.0%	50.0%	20.0%
First Time Educators	1	4	3	1	2	16.7%	66.7%	75.0%	16.7%	40.0%
Total Exiting Next Year	3	5	2	1	-	5.1%	8.1%	3.3%	1.5%	-
Transfers Out	0	0	1	0	-	0.0%	0.0%	50.0%	0.0%	-
Leave Tennessee Educ.	3	5	1	1	-	100.0%	100.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.1%	8.1%	3.3%	1.5%	-
Transfers In/Out	nc	nc	0.00	nc	-

District Report for: LEXINGTON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	59	62	61	65	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	3.4%	3.2%	3.3%	4.6%	4.3%
Professional Staff	5	6	7	6	6	8.5%	9.7%	11.5%	9.2%	8.7%
Total Teachers	52	54	52	56	60	88.1%	87.1%	85.2%	86.2%	87.0%
Special Education	6	6	6	7	9	11.5%	11.1%	11.5%	12.5%	15.0%
Pre-K & Kindergarten	5	5	5	5	4	9.6%	9.3%	9.6%	8.9%	6.7%
Elementary (1-4)	26	27	26	28	31	50.0%	50.0%	50.0%	50.0%	51.7%
Middle School (5-6)	8	8	8	8	8	15.4%	14.8%	15.4%	14.3%	13.3%
Jr. High (7-8)	7	8	7	8	8	13.5%	14.8%	13.5%	14.3%	13.3%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	1,000	973	898	943	917	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	115	100	116	106	104	11.5%	10.3%	12.9%	11.2%	11.3%
Grades 1-4	463	463	408	436	406	46.3%	47.6%	45.4%	46.2%	44.3%
Grades 5-6	223	194	179	220	219	22.3%	19.9%	19.9%	23.3%	23.9%
Grades 7-8	196	214	194	179	183	19.6%	22.0%	21.6%	19.0%	20.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	2	1	2	5	0.3%	0.2%	0.1%	0.2%	0.5%



Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	2	2	3	3	3.6%	3.4%	3.5%	5.0%	4.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	5	6	5	5	7.1%	8.6%	10.5%	8.3%	7.8%
White - Females	3	4	5	4	4	75.0%	80.0%	83.3%	80.0%	80.0%
White - Males	1	1	1	1	1	25.0%	20.0%	16.7%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	50	51	49	52	56	89.3%	87.9%	86.0%	86.7%	87.5%
White - Females	42	42	40	43	46	84.0%	82.4%	81.6%	82.7%	82.1%
White - Males	6	6	6	6	6	12.0%	11.8%	12.2%	11.5%	10.7%
Black - Females	1	2	2	2	3	2.0%	3.9%	4.1%	3.8%	5.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.0%	2.0%	2.0%	1.9%	1.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	1	0	0	2.1%	2.1%	2.2%	0.0%	0.0%
25-29	1	2	4	4	5	2.1%	4.3%	8.9%	8.7%	10.6%
30-34	2	3	2	3	3	4.3%	6.4%	4.4%	6.5%	6.4%
35-39	9	5	4	2	2	19.1%	10.6%	8.9%	4.3%	4.3%
40-45	11	9	10	9	10	23.4%	19.1%	22.2%	19.6%	21.3%
45-49	11	13	12	12	10	23.4%	27.7%	26.7%	26.1%	21.3%
50-54	7	8	8	10	11	14.9%	17.0%	17.8%	21.7%	23.4%
55+	5	6	4	6	6	10.6%	12.8%	8.9%	13.0%	12.8%
Average Age	45.1	45.0	44.1	45.1	45.2					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	11	10	8	10	13.5%	20.4%	19.2%	14.3%	16.7%
4-7 Years	5	5	7	9	10	9.6%	9.3%	13.5%	16.1%	16.7%
8-11 Years	5	3	4	4	5	9.6%	5.6%	7.7%	7.1%	8.3%
12-15 Years	5	5	3	5	5	9.6%	9.3%	5.8%	8.9%	8.3%
16-19 Years	7	6	5	5	5	13.5%	11.1%	9.6%	8.9%	8.3%
20+ Years	23	24	23	25	25	44.2%	44.4%	44.2%	44.6%	41.7%
Average Experience	16.7	16.2	15.6	16.2	15.7					

District Report for: LEXINGTON

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	3	5	2	1	-	5.1%	8.1%	3.3%	1.5%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	1.6%	0.0%	-
Attrition from Exits	3	5	1	1	-	5.1%	8.1%	1.6%	1.5%	-
Teacher Attrition	2	4	0	1	-	3.8%	7.4%	0.0%	1.8%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	4	0	1	-	3.8%	7.4%	0.0%	1.8%	-

District Retention

Educator Retention	56	57	59	64	-	94.9%	91.9%	96.7%	98.5%	-
Teacher Retention	50	50	52	55	-	96.2%	92.6%	100.0%	98.2%	-

Teacher Retention

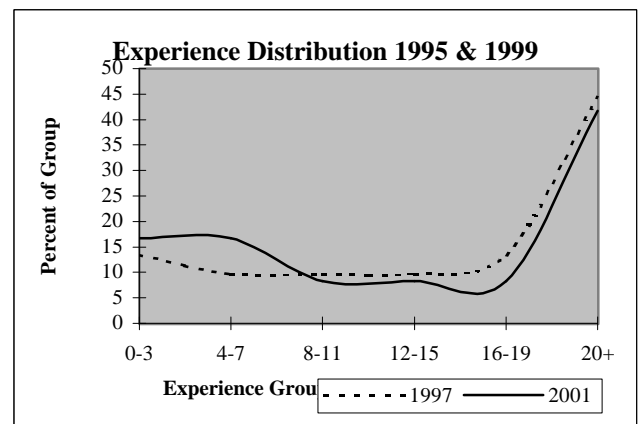
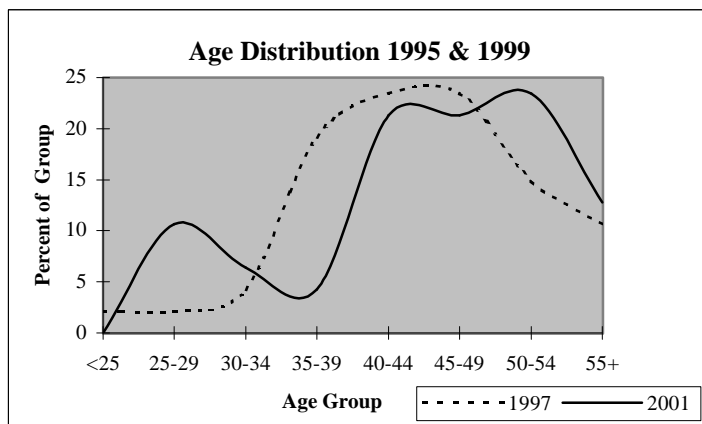
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	100.0%	0.0%	0.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

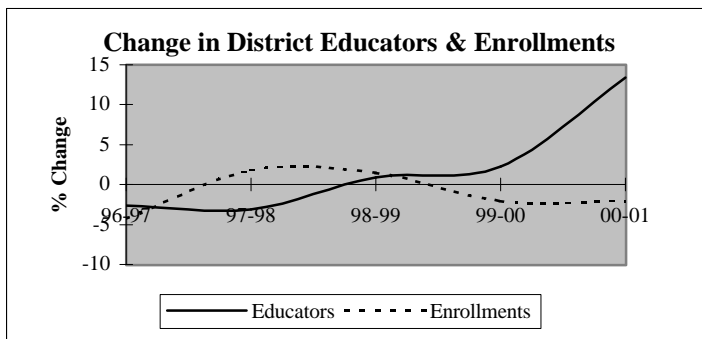
Incomplete Responses	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Race	8.2%	11.9%	16.2%	20.0%	21.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.6%	4.5%	8.8%	9.2%	10.1%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	0.0%	0.0%	1.6%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.9%	91.9%	91.8%	93.8%	94.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.1%	8.1%	6.6%	6.2%	4.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HENRY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	16.5	16.6	15.9	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	19.2	19.8	19.2	16.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-6	-7	2	5	30	-	-	-	-	-
% Change in Educators	-2.6%	-3.1%	0.9%	2.3%	13.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-158	62	51	-74	-73	-	-	-	-	-
% Change in Enrollment:	-4.3%	1.8%	1.4%	-2.0%	-2.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.0%	0.5%	0.0%	8.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	3.7%	4.6%	4.9%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.5%	10.1%	11.4%	12.1%	11.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.7%	4.2%	3.7%	3.7%	3.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	14.3%	11.1%	10.0%	9.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	10.0%	12.5%	20.0%	36.4%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.7	46.1	46.2	45.3	45.5	43.3	43.5	43.6	43.7	43.9
Average Experience	16.6	16.7	16.2	15.4	14.5	13.8	13.7	13.7	13.4	13.3
Average Salary	31,506	32,861	33,879	35,158	33,860	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.4%	4.4%	3.9%	3.9%	3.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.5%	72.2%	75.5%	74.7%	74.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	7.0%	7.6%	6.5%	7.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.2%	na	9.1%	9.1%	9.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.6%	0.0%	0.4%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

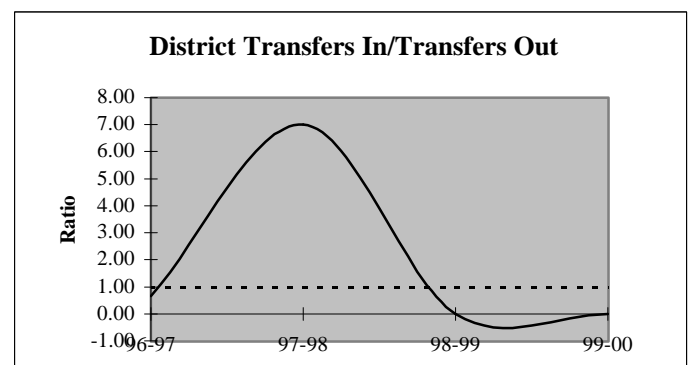
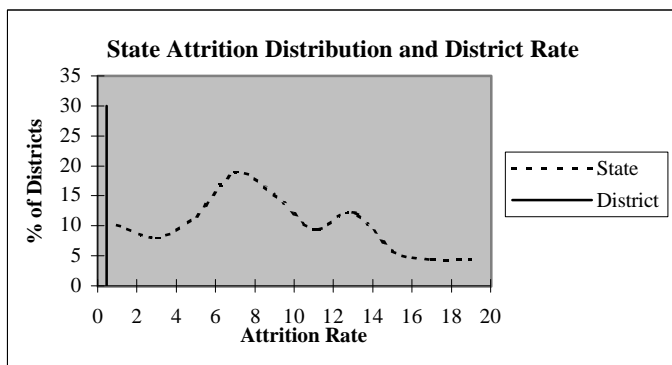
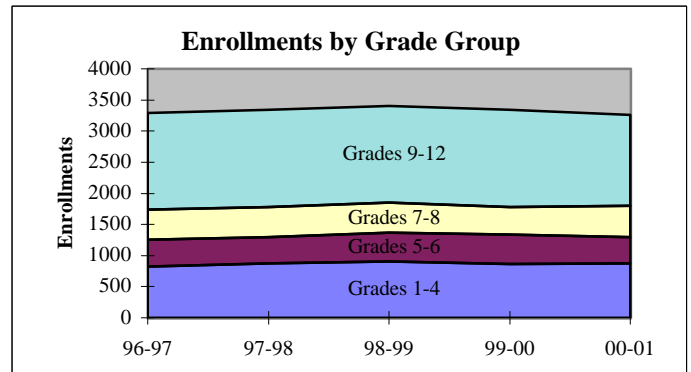
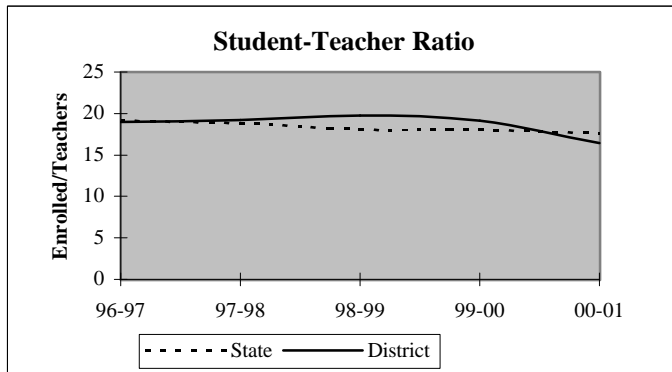
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	224	217	219	224	254	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	211	196	197	199	223	94.2%	90.3%	90.0%	88.8%	87.8%
Newly Hired	13	21	22	25	31	5.8%	9.7%	10.0%	11.2%	12.2%
Transfers In	2	7	7	3	6	15.4%	33.3%	31.8%	12.0%	19.4%
Reentrants	6	6	10	12	9	46.2%	28.6%	45.5%	48.0%	29.0%
First Time Educators	5	8	5	10	16	38.5%	38.1%	22.7%	40.0%	51.6%
Total Exiting Next Year	28	20	20	1	-	12.5%	9.2%	9.1%	0.4%	-
Transfers Out	3	1	0	0	-	10.7%	5.0%	0.0%	0.0%	-
Leave Tennessee Educ.	25	19	20	1	-	89.3%	95.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	12.5%	9.2%	9.1%	0.4%	-
Transfers In/Out	0.67	7.00	nc	nc	-

District Report for: HENRY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	224	217	219	224	254	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	8	10	11	12	4.5%	3.7%	4.6%	4.9%	4.7%
Professional Staff	28	22	25	27	30	12.5%	10.1%	11.4%	12.1%	11.8%
Total Teachers	186	187	184	186	212	83.0%	86.2%	84.0%	83.0%	83.5%
Special Education	16	13	14	12	16	8.6%	7.0%	7.6%	6.5%	7.5%
Pre-K & Kindergarten	13	12	12	15	16	7.0%	6.4%	6.5%	8.1%	7.5%
Elementary (1-4)	58	57	58	55	61	31.2%	30.5%	31.5%	29.6%	28.8%
Middle School (5-6)	16	15	17	17	22	8.6%	8.0%	9.2%	9.1%	10.4%
Jr. High (7-8)	15	17	19	20	21	8.1%	9.1%	10.3%	10.8%	9.9%
High School (9-12)	68	73	64	67	76	36.6%	39.0%	34.8%	36.0%	35.8%
Business	4	4	3	4	4	5.9%	5.5%	4.7%	6.0%	5.3%
Language Arts	10	9	9	9	10	14.7%	12.3%	14.1%	13.4%	13.2%
Social Studies	8	9	9	10	11	11.8%	12.3%	14.1%	14.9%	14.5%
Foreign Language	4	4	4	4	4	5.9%	5.5%	6.3%	6.0%	5.3%
Mathematics	9	9	9	9	11	13.2%	12.3%	14.1%	13.4%	14.5%
Science	8	8	7	7	8	11.8%	11.0%	10.9%	10.4%	10.5%
Vocational Education	12	13	12	11	15	17.6%	17.8%	18.8%	16.4%	19.7%
Other High School	13	17	11	13	13	19.1%	23.3%	17.2%	19.4%	17.1%

Total Enrollments	3,526	3,588	3,639	3,565	3,492	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	222	220	218	213	210	6.3%	6.1%	6.0%	6.0%	6.0%
Grades 1-4	823	869	900	864	869	23.3%	24.2%	24.7%	24.2%	24.9%
Grades 5-6	436	423	468	468	425	12.4%	11.8%	12.9%	13.1%	12.2%
Grades 7-8	480	492	486	452	507	13.6%	13.7%	13.4%	12.7%	14.5%
Grades 9-12	1,549	1,561	1,554	1,554	1,458	43.9%	43.5%	42.7%	43.6%	41.8%
Ungraded	16	23	13	14	23	0.5%	0.6%	0.4%	0.4%	0.7%



District Report for: HENRY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	7	9	10	11	4.1%	3.3%	4.2%	4.7%	4.5%
White - Females	1	1	2	4	5	11.1%	14.3%	22.2%	40.0%	45.5%
White - Males	8	5	6	5	5	88.9%	71.4%	66.7%	50.0%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	14.3%	11.1%	10.0%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	22	25	27	29	12.9%	10.4%	11.6%	12.6%	12.0%
White - Females	23	19	22	23	24	82.1%	86.4%	88.0%	85.2%	82.8%
White - Males	5	3	3	4	5	17.9%	13.6%	12.0%	14.8%	17.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	180	183	181	178	202	82.9%	86.3%	84.2%	82.8%	83.5%
White - Females	127	130	134	131	149	70.6%	71.0%	74.0%	73.6%	73.8%
White - Males	45	45	40	40	46	25.0%	24.6%	22.1%	22.5%	22.8%
Black - Females	4	4	4	4	4	2.2%	2.2%	2.2%	2.2%	2.0%
Black - Males	4	4	3	3	3	2.2%	2.2%	1.7%	1.7%	1.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	11	10	7	10	13	6.7%	6.2%	4.6%	6.7%	8.2%
30-34	13	13	16	19	18	7.9%	8.1%	10.5%	12.8%	11.4%
35-39	18	18	16	15	18	10.9%	11.2%	10.5%	10.1%	11.4%
40-45	21	20	17	14	13	12.7%	12.4%	11.2%	9.4%	8.2%
45-49	41	33	29	23	23	24.8%	20.5%	19.1%	15.4%	14.6%
50-54	36	40	44	52	46	21.8%	24.8%	28.9%	34.9%	29.1%
55+	25	27	23	16	27	15.2%	16.8%	15.1%	10.7%	17.1%
Average Age	45.7	46.1	46.2	45.3	45.5					

Experience Distribution

Teachers by Experience

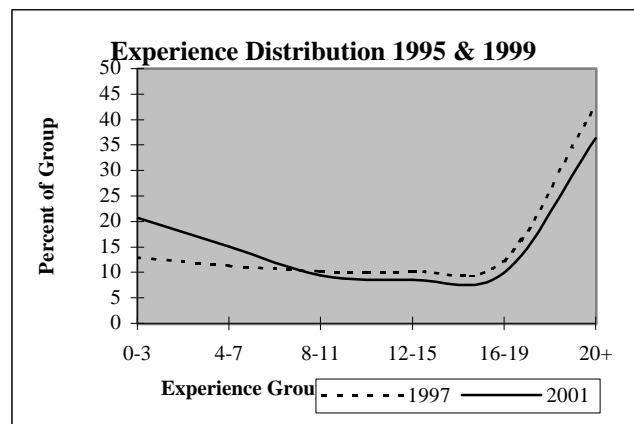
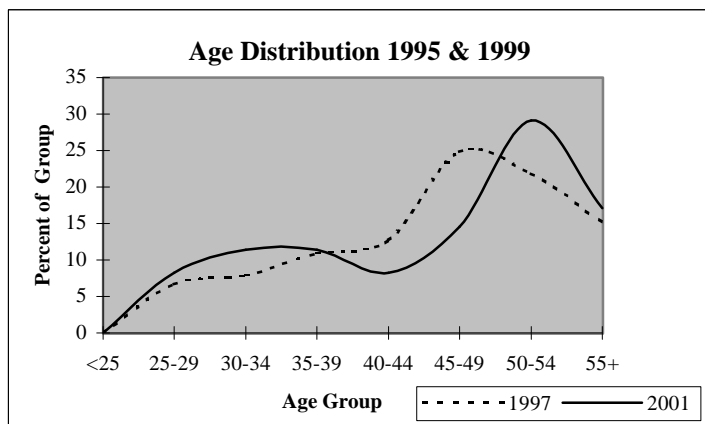
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	24	19	23	30	44	12.9%	10.2%	12.5%	16.1%	20.8%
4-7 Years	21	25	26	27	32	11.3%	13.4%	14.1%	14.5%	15.1%
8-11 Years	19	20	18	20	20	10.2%	10.7%	9.8%	10.8%	9.4%
12-15 Years	19	20	17	14	18	10.2%	10.7%	9.2%	7.5%	8.5%
16-19 Years	23	21	22	21	21	12.4%	11.2%	12.0%	11.3%	9.9%
20+ Years	80	82	78	74	77	43.0%	43.9%	42.4%	39.8%	36.3%
Average Experience	16.6	16.7	16.2	15.4	14.5					

District Report for: HENRY COUNTY

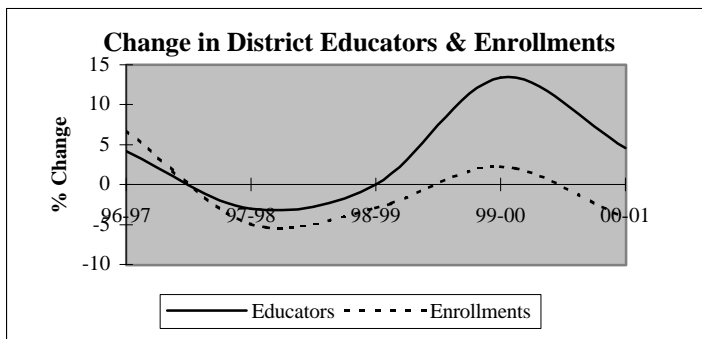
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	28	20	20	1	-	12.5%	9.2%	9.1%	0.4%	-
Attrition from Transfers	3	1	0	0	-	1.3%	0.5%	0.0%	0.0%	-
Attrition from Exits	25	19	20	1	-	11.2%	8.8%	9.1%	0.4%	-
Teacher Attrition	16	17	18	1	-	8.6%	9.1%	9.8%	0.5%	-
Attrition from Transfers	3	1	0	0	-	1.6%	0.5%	0.0%	0.0%	-
Attrition from Exits	13	16	18	1	-	7.0%	8.6%	9.8%	0.5%	-
District Retention										
Educator Retention	196	197	199	223	-	87.5%	90.8%	90.9%	99.6%	-
Teacher Retention	170	170	166	185	-	91.4%	90.9%	90.2%	99.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	89.7%	0.0%	10.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.3%	0.0%	6.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	6.3%	6.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.5%	0.0%	6.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.2%	3.4%	10.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.8%	0.0%	6.3%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	2.8%	5.3%	7.3%	11.6%	11.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.4%	4.5%	6.6%	7.6%	5.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.9%	1.4%	0.9%	2.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.2%	92.2%	91.8%	88.8%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.9%	6.9%	6.8%	10.3%	9.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: PARIS



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.5	17.1	16.6	15.0	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.1	20.5	19.9	17.9	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	-3	0	13	5	-	-	-	-	-
% Change in Educators	4.2%	-3.0%	0.0%	13.4%	4.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	112	-87	-49	36	-68	-	-	-	-	-
% Change in Enrollment:	6.9%	-5.0%	-3.0%	2.2%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	0.0%	0.0%	0.0%	13.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.0%	5.2%	5.2%	5.5%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.0%	11.3%	11.3%	10.9%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.2%	4.3%	4.3%	3.9%	3.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	20.0%	20.0%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.4	44.9	44.8	45.5	43.3	43.5	43.6	43.7	43.9
Average Experience	13.7	14.4	15.4	14.5	15.2	13.8	13.7	13.7	13.4	13.3
Average Salary	32,148	31,737	33,096	33,663	33,074	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.4%	2.6%	2.6%	2.3%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	92.0%	92.6%	92.6%	91.3%	91.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.0%	7.4%	9.9%	8.7%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	25.0%	na	25.8%	24.6%	25.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	1.3%	1.8%	1.8%	2.2%	1.7%	1.6%	1.8%	1.8%	1.8%

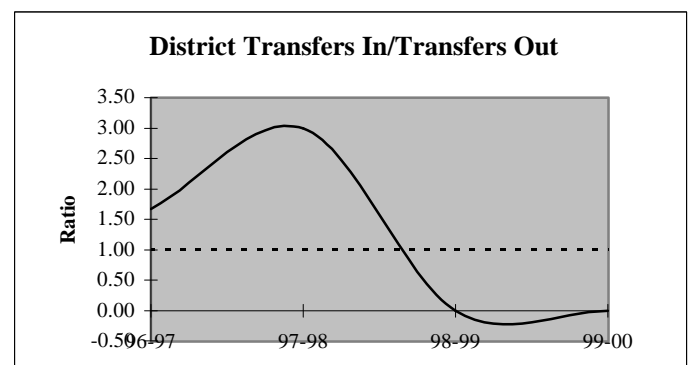
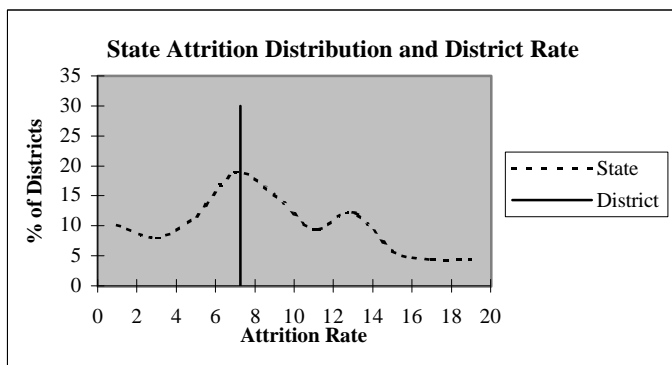
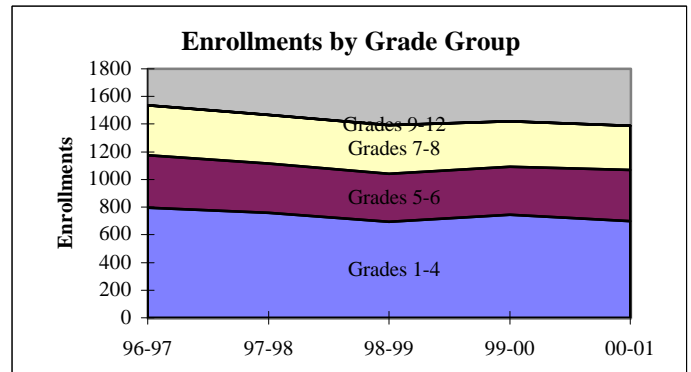
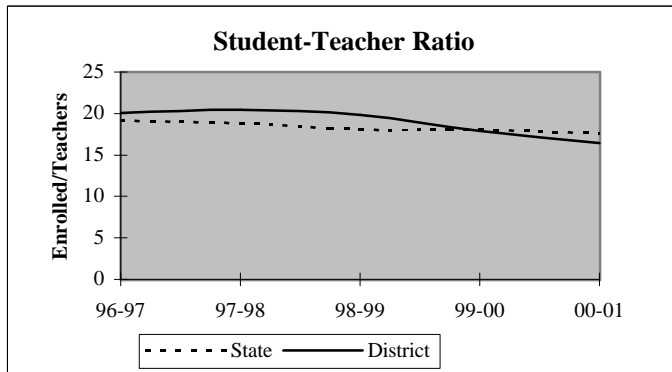
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	100	97	97	110	115	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	86	91	90	94	102	86.0%	93.8%	92.8%	85.5%	88.7%
Newly Hired	14	6	7	16	13	14.0%	6.2%	7.2%	14.5%	11.3%
Transfers In	5	3	2	0	1	35.7%	50.0%	28.6%	0.0%	7.7%
Reentrants	2	0	1	8	7	14.3%	0.0%	14.3%	50.0%	53.8%
First Time Educators	7	3	4	8	5	50.0%	50.0%	57.1%	50.0%	38.5%
Total Exiting Next Year	9	7	3	8	-	9.0%	7.2%	3.1%	7.3%	-
Transfers Out	3	1	0	4	-	33.3%	14.3%	0.0%	50.0%	-
Leave Tennessee Educ.	6	6	3	4	-	66.7%	85.7%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	7.2%	3.1%	7.3%	-
Transfers In/Out	1.67	3.00	nc	0.00	-

District Report for: PARIS

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	100	97	97	110	115	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	5	5	6	6	3.0%	5.2%	5.2%	5.5%	5.2%
Professional Staff	10	11	11	12	13	10.0%	11.3%	11.3%	10.9%	11.3%
Total Teachers	87	81	81	92	96	87.0%	83.5%	83.5%	83.6%	83.5%
Special Education	7	6	8	8	7	8.0%	7.4%	9.9%	8.7%	7.3%
Pre-K & Kindergarten	8	9	9	8	9	9.2%	11.1%	11.1%	8.7%	9.4%
Elementary (1-4)	40	39	39	44	49	46.0%	48.1%	48.1%	47.8%	51.0%
Middle School (5-6)	17	15	11	15	15	19.5%	18.5%	13.6%	16.3%	15.6%
Jr. High (7-8)	15	12	14	17	16	17.2%	14.8%	17.3%	18.5%	16.7%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	1,745	1,658	1,609	1,645	1,577	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	169	169	185	195	154	9.7%	10.2%	11.5%	11.9%	9.8%
Grades 1-4	794	759	692	746	701	45.5%	45.8%	43.0%	45.3%	44.5%
Grades 5-6	381	358	350	344	368	21.8%	21.6%	21.8%	20.9%	23.3%
Grades 7-8	362	351	352	330	320	20.7%	21.2%	21.9%	20.1%	20.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	39	21	30	30	34	2.2%	1.3%	1.9%	1.8%	2.2%



District Report for: PARIS

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	5	5	6	6	3.2%	5.4%	5.4%	5.8%	5.5%
White - Females	0	1	1	1	1	0.0%	20.0%	20.0%	16.7%	16.7%
White - Males	3	4	4	5	5	100.0%	80.0%	80.0%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	10	10	11	12	9.5%	10.9%	10.9%	10.7%	11.0%
White - Females	7	8	8	9	10	77.8%	80.0%	80.0%	81.8%	83.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	22.2%	20.0%	20.0%	18.2%	16.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	83	77	77	86	91	87.4%	83.7%	83.7%	83.5%	83.5%
White - Females	74	69	69	77	82	89.2%	89.6%	89.6%	89.5%	90.1%
White - Males	7	6	6	7	7	8.4%	7.8%	7.8%	8.1%	7.7%
Black - Females	2	2	2	2	2	2.4%	2.6%	2.6%	2.3%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	4	0	0.0%	0.0%	0.0%	5.7%	0.0%
25-29	9	8	7	3	6	11.8%	11.4%	10.3%	4.3%	8.1%
30-34	5	6	4	7	10	6.6%	8.6%	5.9%	10.0%	13.5%
35-39	8	5	5	4	3	10.5%	7.1%	7.4%	5.7%	4.1%
40-45	14	11	9	6	5	18.4%	15.7%	13.2%	8.6%	6.8%
45-49	25	22	17	20	19	32.9%	31.4%	25.0%	28.6%	25.7%
50-54	12	15	21	20	21	15.8%	21.4%	30.9%	28.6%	28.4%
55+	3	3	5	6	10	3.9%	4.3%	7.4%	8.6%	13.5%
Average Age	42.9	43.4	44.9	44.8	45.5					

Experience Distribution

Teachers by Experience

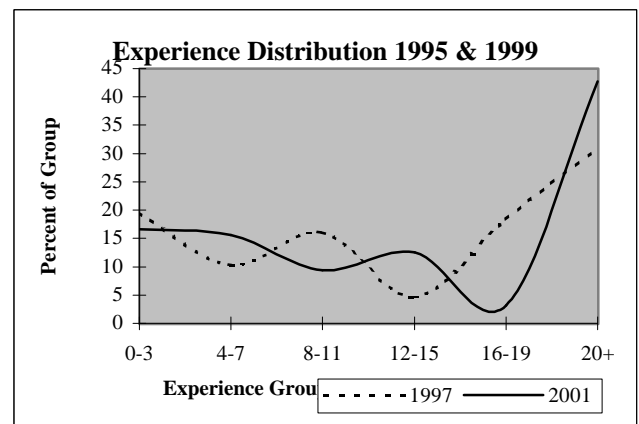
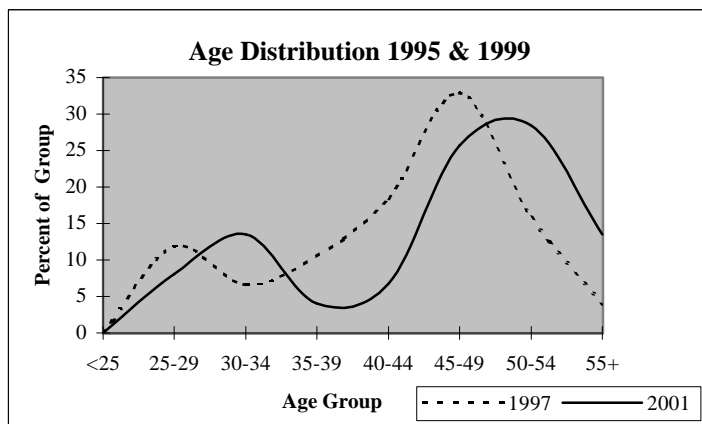
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	17	14	13	19	16	19.5%	17.3%	16.0%	20.7%	16.7%
4-7 Years	9	10	12	14	15	10.3%	12.3%	14.8%	15.2%	15.6%
8-11 Years	14	9	5	5	9	16.1%	11.1%	6.2%	5.4%	9.4%
12-15 Years	4	7	9	11	12	4.6%	8.6%	11.1%	12.0%	12.5%
16-19 Years	16	8	4	6	3	18.4%	9.9%	4.9%	6.5%	3.1%
20+ Years	27	33	38	37	41	31.0%	40.7%	46.9%	40.2%	42.7%
Average Experience	13.7	14.4	15.4	14.5	15.2					

District Report for: PARIS

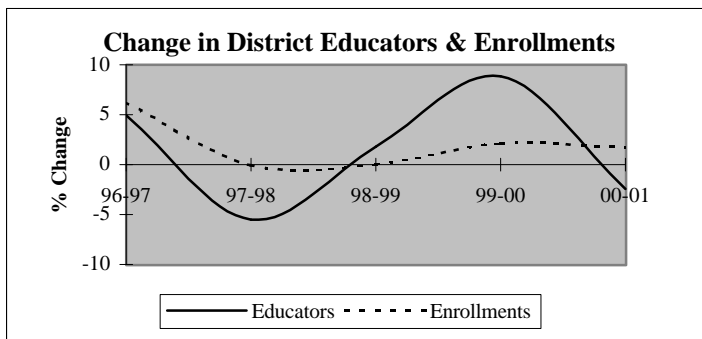
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	7	3	8	-	9.0%	7.2%	3.1%	7.3%	-
Attrition from Transfers	3	1	0	4	-	3.0%	1.0%	0.0%	3.6%	-
Attrition from Exits	6	6	3	4	-	6.0%	6.2%	3.1%	3.6%	-
Teacher Attrition	9	6	3	7	-	10.3%	7.4%	3.7%	7.6%	-
Attrition from Transfers	3	1	0	4	-	3.4%	1.2%	0.0%	4.3%	-
Attrition from Exits	6	5	3	3	-	6.9%	6.2%	3.7%	3.3%	-
District Retention										
Educator Retention	91	90	94	102	-	91.0%	92.8%	96.9%	92.7%	-
Teacher Retention	78	75	78	85	-	89.7%	92.6%	96.3%	92.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.9%	13.8%	10.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	76.5%	11.8%	11.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	81.3%	6.3%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	83.3%	5.6%	11.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	83.3%	0.0%	16.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.7%	13.3%	16.0%	19.1%	16.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.4%	7.6%	9.4%	7.3%	6.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	2.1%	0.0%	1.8%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.0%	93.8%	94.8%	82.7%	88.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.0%	4.1%	5.2%	14.5%	10.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HICKMAN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.9	16.8	16.5	15.5	16.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.1	19.1	18.8	17.5	18.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	11	-13	4	20	-6	-	-	-	-	-
% Change in Educators	4.9%	-5.5%	1.8%	8.8%	-2.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	219	-2	-1	80	66	-	-	-	-	-
% Change in Enrollment:	6.2%	-0.1%	0.0%	2.1%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.4%	4.1%	4.4%	4.1%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.5%	7.7%	7.5%	7.3%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	2.5%	2.5%	2.3%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	44.4%	50.0%	40.0%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.8	41.9	42.0	42.2	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	10.5	11.0	11.2	11.4	10.7	13.8	13.7	13.7	13.4	13.3
Average Salary	29,392	29,470	30,603	31,556	31,024	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.7%	2.9%	2.2%	2.0%	2.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.3%	75.5%	75.9%	75.2%	75.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	15.5%	13.8%	16.6%	13.8%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.6%	na	3.5%	2.9%	3.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.8%	2.1%	1.9%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

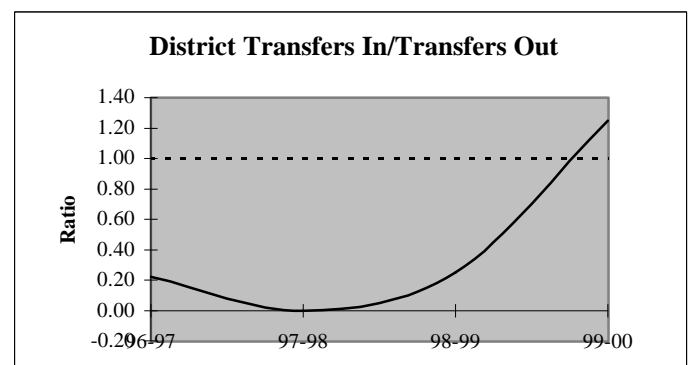
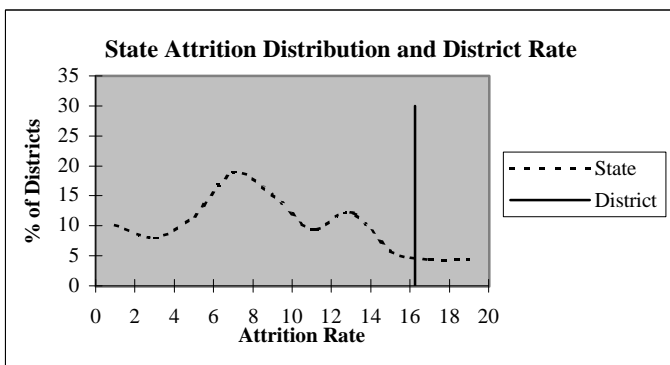
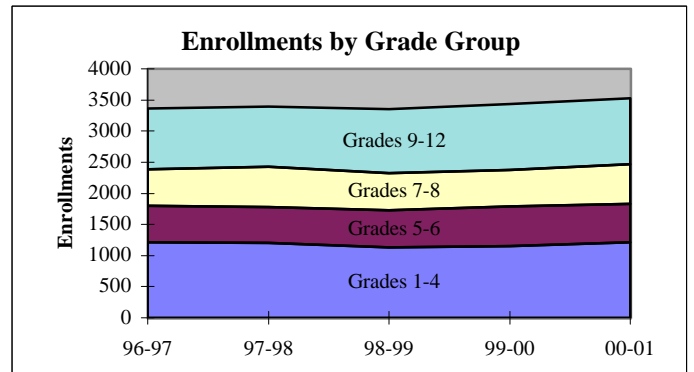
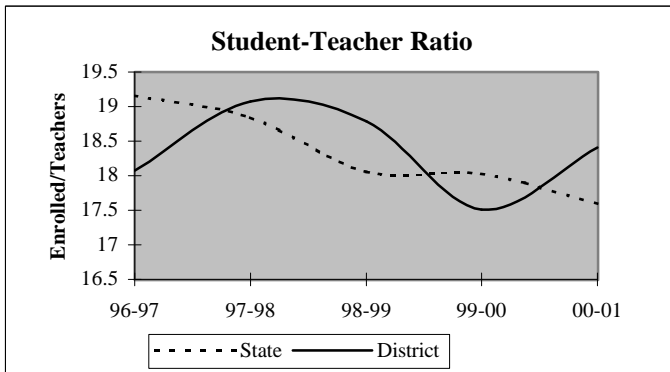
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	235	222	226	246	240	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	205	198	200	217	206	87.2%	89.2%	88.5%	88.2%	85.8%
Newly Hired	30	24	26	29	34	12.8%	10.8%	11.5%	11.8%	14.2%
Transfers In	2	3	1	5	2	6.7%	12.5%	3.8%	17.2%	5.9%
Reentrants	7	9	7	10	9	23.3%	37.5%	26.9%	34.5%	26.5%
First Time Educators	21	12	18	14	23	70.0%	50.0%	69.2%	48.3%	67.6%
Total Exiting Next Year	37	22	9	40	-	15.7%	9.9%	4.0%	16.3%	-
Transfers Out	9	0	4	4	-	24.3%	0.0%	44.4%	10.0%	-
Leave Tennessee Educ.	28	22	5	36	-	75.7%	100.0%	55.6%	90.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	15.7%	9.9%	4.0%	16.3%	-
Transfers In/Out	0.22	nc	0.25	1.25	-

District Report for: HICKMAN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	235	222	226	246	240	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	9	10	10	9	3.4%	4.1%	4.4%	4.1%	3.8%
Professional Staff	20	17	17	18	20	8.5%	7.7%	7.5%	7.3%	8.3%
Total Teachers	207	196	199	218	211	88.1%	88.3%	88.1%	88.6%	87.9%
Special Education	32	27	33	30	24	15.5%	13.8%	16.6%	13.8%	11.4%
Pre-K & Kindergarten	16	13	13	14	15	7.7%	6.6%	6.5%	6.4%	7.1%
Elementary (1-4)	66	68	68	77	78	31.9%	34.7%	34.2%	35.3%	37.0%
Middle School (5-6)	18	19	18	22	23	8.7%	9.7%	9.0%	10.1%	10.9%
Jr. High (7-8)	26	21	22	22	19	12.6%	10.7%	11.1%	10.1%	9.0%
High School (9-12)	49	48	45	53	52	23.7%	24.5%	22.6%	24.3%	24.6%
Business	4	4	4	4	4	8.2%	8.3%	8.9%	7.5%	7.7%
Language Arts	8	5	6	9	7	16.3%	10.4%	13.3%	17.0%	13.5%
Social Studies	5	3	1	4	4	10.2%	6.3%	2.2%	7.5%	7.7%
Foreign Language	0	1	0	1	3	0.0%	2.1%	0.0%	1.9%	5.8%
Mathematics	5	6	5	7	7	10.2%	12.5%	11.1%	13.2%	13.5%
Science	4	4	3	4	4	8.2%	8.3%	6.7%	7.5%	7.7%
Vocational Education	13	12	12	13	13	26.5%	25.0%	26.7%	24.5%	25.0%
Other High School	10	13	14	11	10	20.4%	27.1%	31.1%	20.8%	19.2%

Total Enrollments	3,741	3,739	3,738	3,818	3,884	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	297	277	303	308	301	7.9%	7.4%	8.1%	8.1%	7.7%
Grades 1-4	1,215	1,203	1,131	1,152	1,214	32.5%	32.2%	30.3%	30.2%	31.3%
Grades 5-6	583	580	599	634	614	15.6%	15.5%	16.0%	16.6%	15.8%
Grades 7-8	589	639	598	589	637	15.7%	17.1%	16.0%	15.4%	16.4%
Grades 9-12	977	972	1,023	1,061	1,057	26.1%	26.0%	27.4%	27.8%	27.2%
Ungraded	80	68	84	74	61	2.1%	1.8%	2.2%	1.9%	1.6%



District Report for: HICKMAN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	8	9	9	8	3.3%	4.0%	4.4%	4.1%	3.8%
White - Females	2	4	5	4	3	28.6%	50.0%	55.6%	44.4%	37.5%
White - Males	5	4	4	5	5	71.4%	50.0%	44.4%	55.6%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	16	16	16	18	8.9%	8.0%	7.9%	7.2%	8.5%
White - Females	12	12	11	11	13	63.2%	75.0%	68.8%	68.8%	72.2%
White - Males	7	4	4	4	4	36.8%	25.0%	25.0%	25.0%	22.2%
Black - Females	0	0	1	1	1	0.0%	0.0%	6.3%	6.3%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	188	175	178	196	187	87.9%	87.9%	87.7%	88.7%	87.8%
White - Females	144	135	140	153	145	76.6%	77.1%	78.7%	78.1%	77.5%
White - Males	37	35	34	39	38	19.7%	20.0%	19.1%	19.9%	20.3%
Black - Females	5	4	3	3	3	2.7%	2.3%	1.7%	1.5%	1.6%
Black - Males	2	1	1	1	1	1.1%	0.6%	0.6%	0.5%	0.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	2	5	6	6	1.7%	1.3%	3.1%	3.4%	3.7%
25-29	30	28	25	26	21	17.3%	17.7%	15.4%	14.9%	12.8%
30-34	19	13	15	16	20	11.0%	8.2%	9.3%	9.1%	12.2%
35-39	24	19	15	17	15	13.9%	12.0%	9.3%	9.7%	9.1%
40-45	26	25	28	31	25	15.0%	15.8%	17.3%	17.7%	15.2%
45-49	43	41	36	29	29	24.9%	25.9%	22.2%	16.6%	17.7%
50-54	12	15	23	32	37	6.9%	9.5%	14.2%	18.3%	22.6%
55+	16	15	15	18	11	9.2%	9.5%	9.3%	10.3%	6.7%
Average Age	40.8	41.9	42.0	42.2	42.0					

Experience Distribution

Teachers by Experience

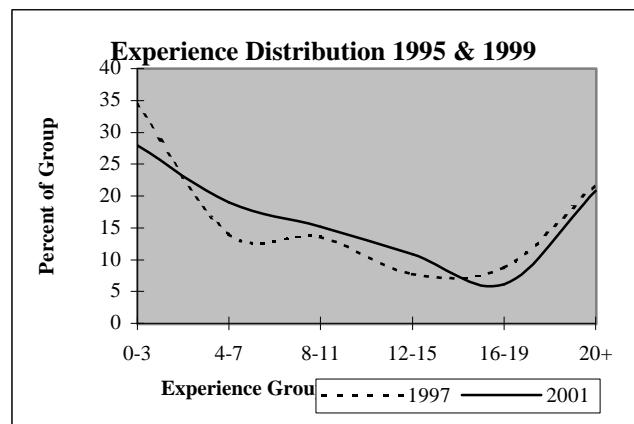
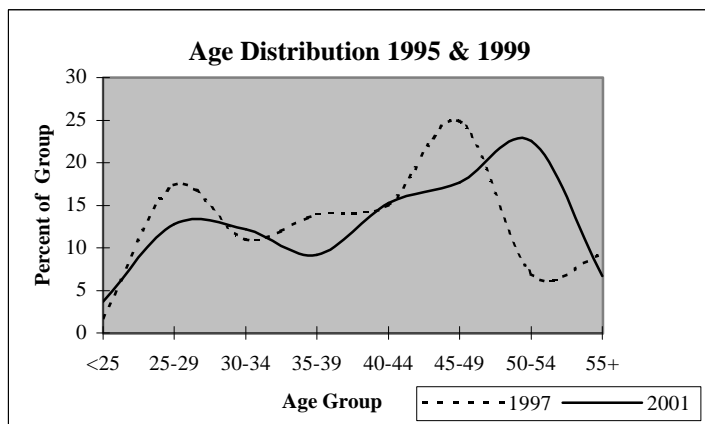
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	71	61	56	55	59	34.3%	31.1%	28.1%	25.2%	28.0%
4-7 Years	29	33	39	49	40	14.0%	16.8%	19.6%	22.5%	19.0%
8-11 Years	28	20	23	25	32	13.5%	10.2%	11.6%	11.5%	15.2%
12-15 Years	16	21	19	24	23	7.7%	10.7%	9.5%	11.0%	10.9%
16-19 Years	18	15	16	13	13	8.7%	7.7%	8.0%	6.0%	6.2%
20+ Years	45	46	46	52	44	21.7%	23.5%	23.1%	23.9%	20.9%
Average Experience	10.5	11.0	11.2	11.4	10.7					

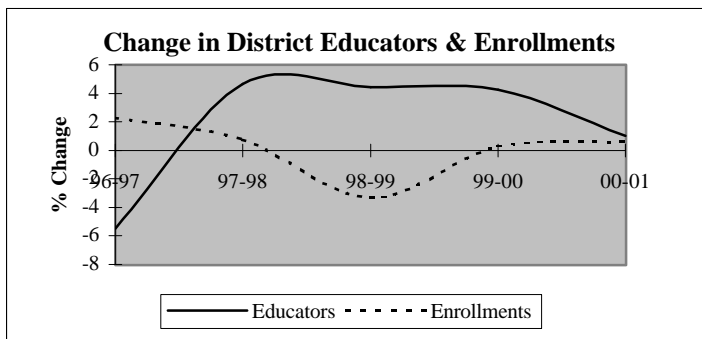
District Report for: HICKMAN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	37	22	9	40	-	15.7%	9.9%	4.0%	16.3%	-
Attrition from Transfers	9	0	4	4	-	3.8%	0.0%	1.8%	1.6%	-
Attrition from Exits	28	22	5	36	-	11.9%	9.9%	2.2%	14.6%	-
Teacher Attrition	30	21	9	37	-	14.5%	10.7%	4.5%	17.0%	-
Attrition from Transfers	8	0	4	4	-	3.9%	0.0%	2.0%	1.8%	-
Attrition from Exits	22	21	5	33	-	10.6%	10.7%	2.5%	15.1%	-
District Retention										
Educator Retention	198	200	217	206	-	84.3%	90.1%	96.0%	83.7%	-
Teacher Retention	177	175	190	181	-	85.5%	89.3%	95.5%	83.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.5%	4.8%	9.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.0%	2.4%	16.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	80.8%	5.5%	13.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	81.7%	5.6%	12.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	82.0%	4.9%	13.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.0%	4.3%	8.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	16.3%	20.8%	25.1%	26.0%	25.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.2%	10.4%	14.9%	13.8%	9.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.0%	1.3%	0.8%	0.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.7%	89.6%	87.2%	89.0%	86.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.4%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.9%	9.9%	11.1%	10.2%	13.3%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.3	16.7	15.5	14.9	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.6	20.0	19.1	18.2	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	4	4	4	1	-	-	-	-	-
% Change in Educators	-5.5%	4.7%	4.4%	4.3%	1.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	33	11	-50	4	9	-	-	-	-	-
% Change in Enrollment:	2.3%	0.7%	-3.3%	0.3%	0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.8%	5.6%	6.4%	5.1%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	14.0%	11.1%	12.8%	13.3%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.4%	2.3%	2.2%	3.2%	2.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	40.0%	50.0%	60.0%	60.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.9	41.4	42.4	42.2	43.1	43.3	43.5	43.6	43.7	43.9
Average Experience	11.8	12.1	12.7	12.5	13.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,150	30,194	31,802	32,418	31,754	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	2.8%	2.8%	3.9%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.1%	82.7%	82.9%	82.5%	84.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.1%	9.3%	9.2%	8.8%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.6%	na	10.1%	4.4%	6.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.4%	2.5%	1.2%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

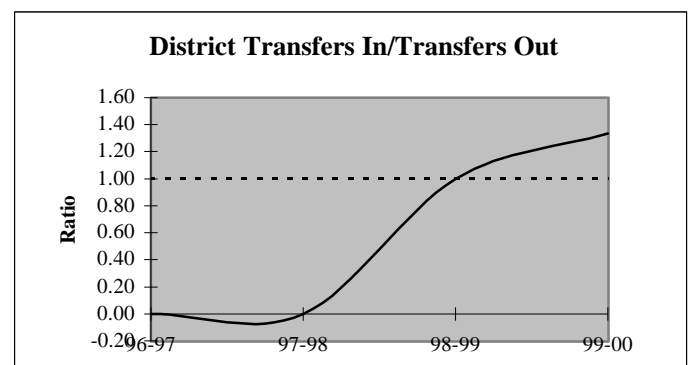
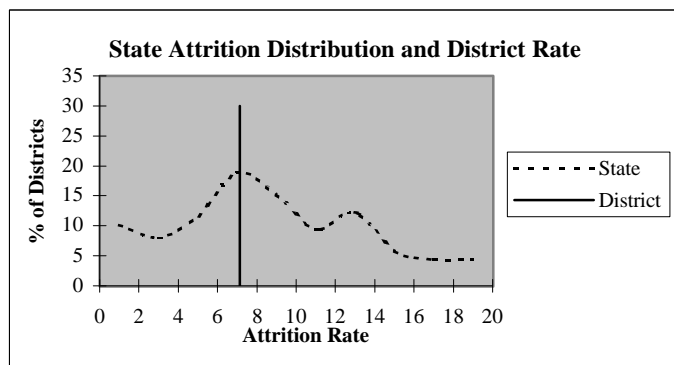
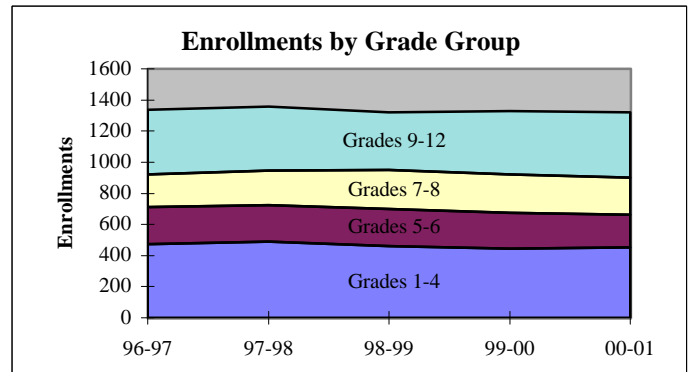
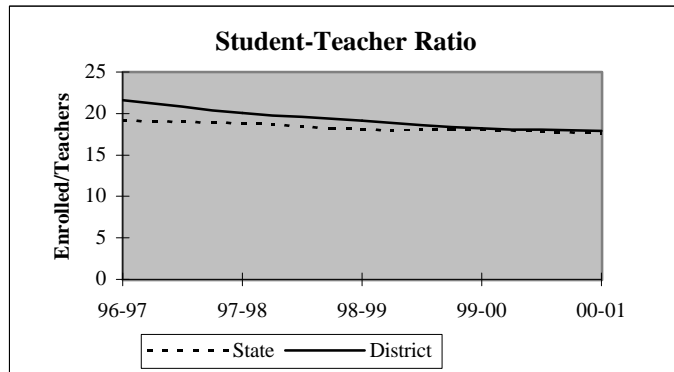
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	86	90	94	98	99	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	82	90	88	91	89.5%	91.1%	95.7%	89.8%	91.9%
Newly Hired	9	8	4	10	8	10.5%	8.9%	4.3%	10.2%	8.1%
Transfers In	0	2	4	4	2	0.0%	25.0%	100.0%	40.0%	25.0%
Reentrants	3	2	0	2	4	33.3%	25.0%	0.0%	20.0%	50.0%
First Time Educators	6	4	0	4	2	66.7%	50.0%	0.0%	40.0%	25.0%
Total Exiting Next Year	4	0	6	7	-	4.7%	0.0%	6.4%	7.1%	-
Transfers Out	2	0	4	3	-	50.0%	0.0%	66.7%	42.9%	-
Leave Tennessee Educ.	2	0	2	4	-	50.0%	0.0%	33.3%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	4.7%	0.0%	6.4%	7.1%	-
Transfers In/Out	0.00	nc	1.00	1.33	-

District Report for: HOUSTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	86	90	94	98	99	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	5	5	5.8%	5.6%	6.4%	5.1%	5.1%
Professional Staff	12	10	12	13	12	14.0%	11.1%	12.8%	13.3%	12.1%
Total Teachers	69	75	76	80	82	80.2%	83.3%	80.9%	81.6%	82.8%
Special Education	7	7	7	7	9	10.1%	9.3%	9.2%	8.8%	11.0%
Pre-K & Kindergarten	4	5	5	5	5	5.8%	6.7%	6.6%	6.3%	6.1%
Elementary (1-4)	26	27	25	27	27	37.7%	36.0%	32.9%	33.8%	32.9%
Middle School (5-6)	8	9	10	11	10	11.6%	12.0%	13.2%	13.8%	12.2%
Jr. High (7-8)	5	6	7	8	8	7.2%	8.0%	9.2%	10.0%	9.8%
High School (9-12)	19	21	22	22	23	27.5%	28.0%	28.9%	27.5%	28.0%
Business	1	1	1	1	1	5.3%	4.8%	4.5%	4.5%	4.3%
Language Arts	4	3	3	3	4	21.1%	14.3%	13.6%	13.6%	17.4%
Social Studies	2	2	2	2	2	10.5%	9.5%	9.1%	9.1%	8.7%
Foreign Language	1	1	1	1	1	5.3%	4.8%	4.5%	4.5%	4.3%
Mathematics	2	2	3	3	3	10.5%	9.5%	13.6%	13.6%	13.0%
Science	2	4	4	2	3	10.5%	19.0%	18.2%	9.1%	13.0%
Vocational Education	2	2	2	3	3	10.5%	9.5%	9.1%	13.6%	13.0%
Other High School	5	6	6	7	6	26.3%	28.6%	27.3%	31.8%	26.1%

Total Enrollments	1,492	1,503	1,453	1,457	1,466	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	136	125	116	111	131	9.1%	8.3%	8.0%	7.6%	8.9%
Grades 1-4	474	491	459	446	454	31.8%	32.7%	31.6%	30.6%	31.0%
Grades 5-6	238	231	240	230	209	16.0%	15.4%	16.5%	15.8%	14.3%
Grades 7-8	208	226	252	247	236	13.9%	15.0%	17.3%	17.0%	16.1%
Grades 9-12	417	409	368	405	423	27.9%	27.2%	25.3%	27.8%	28.9%
Ungraded	19	21	18	18	13	1.3%	1.4%	1.2%	1.2%	0.9%



District Report for: HOUSTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	6	5	5	6.1%	5.8%	6.7%	5.3%	5.2%
White - Females	1	2	3	3	3	20.0%	40.0%	50.0%	60.0%	60.0%
White - Males	4	3	3	2	2	80.0%	60.0%	50.0%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	10	12	13	12	14.6%	11.6%	13.3%	13.8%	12.5%
White - Females	8	8	9	10	9	66.7%	80.0%	75.0%	76.9%	75.0%
White - Males	4	2	3	3	3	33.3%	20.0%	25.0%	23.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	65	71	72	76	79	79.3%	82.6%	80.0%	80.9%	82.3%
White - Females	55	59	60	62	66	84.6%	83.1%	83.3%	81.6%	83.5%
White - Males	8	10	10	11	11	12.3%	14.1%	13.9%	14.5%	13.9%
Black - Females	2	2	2	2	2	3.1%	2.8%	2.8%	2.6%	2.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	1.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	1	0	1	1	3.3%	1.5%	0.0%	1.4%	1.4%
25-29	9	8	6	7	6	14.8%	11.9%	9.0%	9.9%	8.1%
30-34	8	13	13	14	15	13.1%	19.4%	19.4%	19.7%	20.3%
35-39	3	3	6	7	8	4.9%	4.5%	9.0%	9.9%	10.8%
40-45	12	12	12	8	8	19.7%	17.9%	17.9%	11.3%	10.8%
45-49	16	15	14	17	12	26.2%	22.4%	20.9%	23.9%	16.2%
50-54	5	7	8	10	15	8.2%	10.4%	11.9%	14.1%	20.3%
55+	6	8	8	7	9	9.8%	11.9%	11.9%	9.9%	12.2%
Average Age	40.9	41.4	42.4	42.2	43.1					

Experience Distribution

Teachers by Experience

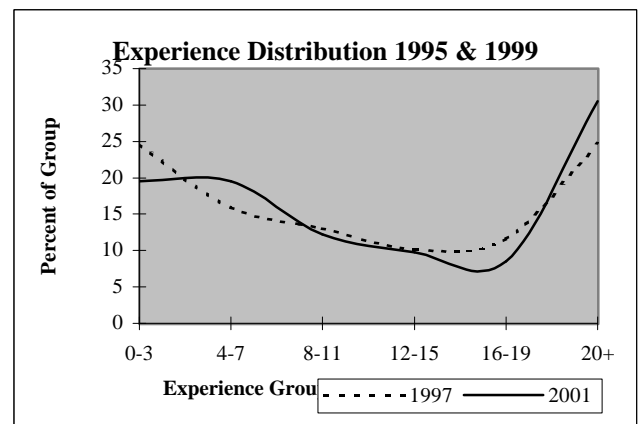
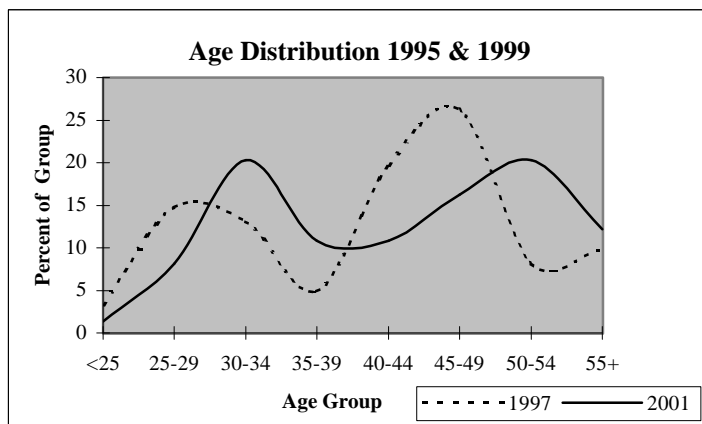
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	17	18	13	18	16	24.6%	24.0%	17.1%	22.5%	19.5%
4-7 Years	11	13	16	14	16	15.9%	17.3%	21.1%	17.5%	19.5%
8-11 Years	9	10	12	9	10	13.0%	13.3%	15.8%	11.3%	12.2%
12-15 Years	7	9	8	10	8	10.1%	12.0%	10.5%	12.5%	9.8%
16-19 Years	8	3	3	6	7	11.6%	4.0%	3.9%	7.5%	8.5%
20+ Years	17	22	24	23	25	24.6%	29.3%	31.6%	28.8%	30.5%
Average Experience	11.8	12.1	12.7	12.5	13.3					

District Report for: HOUSTON COUNTY

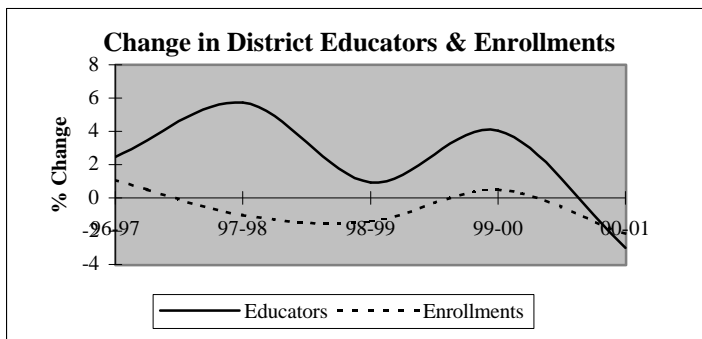
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	4	0	6	7	-	4.7%	0.0%	6.4%	7.1%	-
Attrition from Transfers	2	0	4	3	-	2.3%	0.0%	4.3%	3.1%	-
Attrition from Exits	2	0	2	4	-	2.3%	0.0%	2.1%	4.1%	-
Teacher Attrition	1	0	5	7	-	1.4%	0.0%	6.6%	8.8%	-
Attrition from Transfers	0	0	3	3	-	0.0%	0.0%	3.9%	3.8%	-
Attrition from Exits	1	0	2	4	-	1.4%	0.0%	2.6%	5.0%	-
District Retention										
Educator Retention	82	90	88	91	-	95.3%	100.0%	93.6%	92.9%	-
Teacher Retention	68	75	71	73	-	98.6%	100.0%	93.4%	91.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	63.6%	18.2%	18.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	94.4%	5.6%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.0%	4.0%	8.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	95.0%	0.0%	5.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.4%	5.6%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	81.8%	0.0%	18.2%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	12.0%	14.6%	11.8%	17.0%	16.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.0%	10.4%	8.2%	12.0%	11.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	0.0%	1.1%	1.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	93.3%	98.9%	92.9%	91.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.5%	6.7%	0.0%	6.1%	6.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: HUMPHREYS COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.8	14.8	14.5	14.0	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.6	17.5	16.8	16.2	16.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	5	12	2	9	-7	-	-	-	-	-
% Change in Educators	2.5%	5.7%	0.9%	4.0%	-3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	35	-34	-47	16	-70	-	-	-	-	-
% Change in Enrollment:	1.1%	-1.0%	-1.4%	0.5%	-2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	5.4%	5.4%	5.2%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.0%	10.0%	8.5%	8.6%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.5%	2.3%	1.9%	1.8%	1.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	10.0%	8.3%	8.3%	8.3%	8.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	50.0%	50.0%	50.0%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.1	41.4	41.6	41.1	41.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.7	12.4	12.5	11.7	12.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,682	30,350	32,138	33,246	33,593	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	1.7%	1.1%	1.1%	1.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.5%	78.1%	80.7%	78.0%	78.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.9%	7.0%	7.8%	8.5%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.9%	na	4.6%	4.4%	5.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.2%	0.9%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

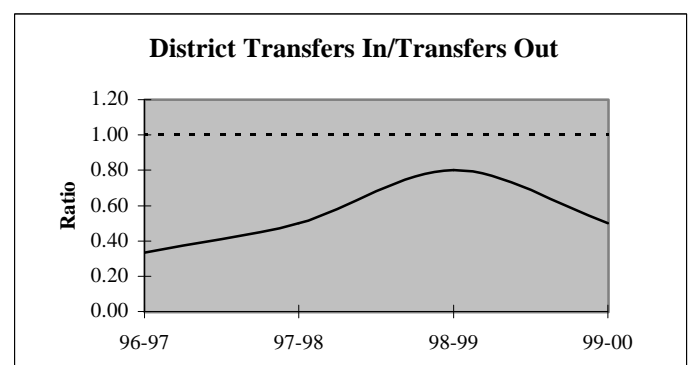
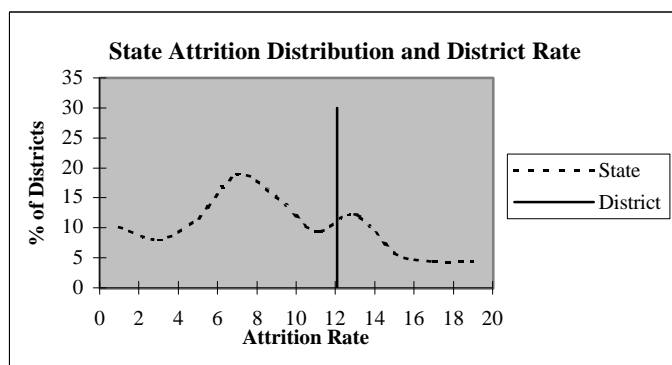
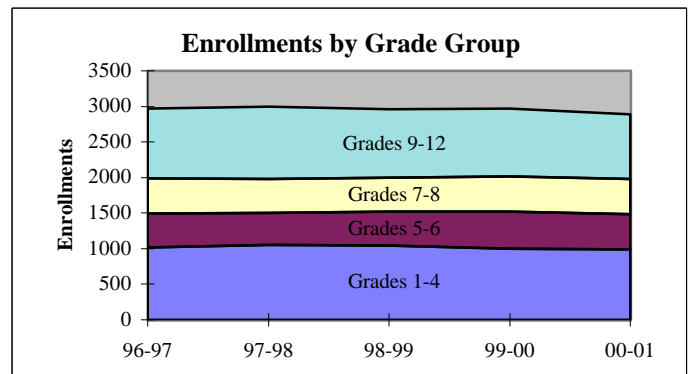
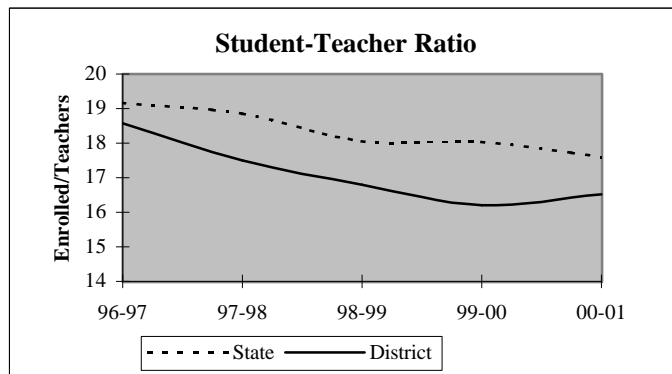
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	209	221	223	232	225	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	196	200	204	204	92.3%	88.7%	89.7%	87.9%	90.7%
Newly Hired	16	25	23	28	21	7.7%	11.3%	10.3%	12.1%	9.3%
Transfers In	1	7	4	4	3	6.3%	28.0%	17.4%	14.3%	14.3%
Reentrants	9	5	8	6	8	56.3%	20.0%	34.8%	21.4%	38.1%
First Time Educators	6	13	11	18	10	37.5%	52.0%	47.8%	64.3%	47.6%
Total Exiting Next Year	13	21	19	28	-	6.2%	9.5%	8.5%	12.1%	-
Transfers Out	3	14	5	8	-	23.1%	66.7%	26.3%	28.6%	-
Leave Tennessee Educ.	10	7	14	20	-	76.9%	33.3%	73.7%	71.4%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	6.2%	9.5%	8.5%	12.1%	-
Transfers In/Out	0.33	0.50	0.80	0.50	-

District Report for: HUMPHREYS COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	209	221	223	232	225	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	12	12	12	12	4.8%	5.4%	5.4%	5.2%	5.3%
Professional Staff	21	22	19	20	21	10.0%	10.0%	8.5%	8.6%	9.3%
Total Teachers	178	187	192	200	192	85.2%	84.6%	86.1%	86.2%	85.3%
Special Education	14	13	15	17	14	7.9%	7.0%	7.8%	8.5%	7.3%
Pre-K & Kindergarten	14	15	14	18	16	7.9%	8.0%	7.3%	9.0%	8.3%
Elementary (1-4)	67	69	72	69	72	37.6%	36.9%	37.5%	34.5%	37.5%
Middle School (5-6)	22	22	23	25	22	12.4%	11.8%	12.0%	12.5%	11.5%
Jr. High (7-8)	12	15	15	14	17	6.7%	8.0%	7.8%	7.0%	8.9%
High School (9-12)	49	53	53	57	51	27.5%	28.3%	27.6%	28.5%	26.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	7	8	6	7	10.2%	13.2%	15.1%	10.5%	13.7%
Social Studies	7	6	6	7	7	14.3%	11.3%	11.3%	12.3%	13.7%
Foreign Language	3	2	2	4	2	6.1%	3.8%	3.8%	7.0%	3.9%
Mathematics	5	7	8	7	7	10.2%	13.2%	15.1%	12.3%	13.7%
Science	6	6	6	6	6	12.2%	11.3%	11.3%	10.5%	11.8%
Vocational Education	13	13	11	15	12	26.5%	24.5%	20.8%	26.3%	23.5%
Other High School	10	12	12	12	10	20.4%	22.6%	22.6%	21.1%	19.6%

Total Enrollments	3,305	3,271	3,224	3,240	3,170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	285	239	229	232	244	8.6%	7.3%	7.1%	7.2%	7.7%
Grades 1-4	1,021	1,052	1,044	997	987	30.9%	32.2%	32.4%	30.8%	31.1%
Grades 5-6	477	455	479	526	496	14.4%	13.9%	14.9%	16.2%	15.6%
Grades 7-8	492	470	476	488	495	14.9%	14.4%	14.8%	15.1%	15.6%
Grades 9-12	982	1,017	958	959	913	29.7%	31.1%	29.7%	29.6%	28.8%
Ungraded	48	38	38	38	35	1.5%	1.2%	1.2%	1.2%	1.1%



District Report for: HUMPHREYS COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	12	12	12	12	5.0%	5.6%	5.6%	5.5%	5.6%
White - Females	5	6	6	6	5	50.0%	50.0%	50.0%	50.0%	41.7%
White - Males	4	5	5	5	6	40.0%	41.7%	41.7%	41.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	10.0%	8.3%	8.3%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	21	22	19	20	21	10.4%	10.3%	8.9%	9.1%	9.7%
White - Females	15	16	13	13	14	71.4%	72.7%	68.4%	65.0%	66.7%
White - Males	5	5	5	6	6	23.8%	22.7%	26.3%	30.0%	28.6%
Black - Females	1	1	1	1	1	4.8%	4.5%	5.3%	5.0%	4.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	171	179	183	188	183	84.7%	84.0%	85.5%	85.5%	84.7%
White - Females	132	140	149	150	146	77.2%	78.2%	81.4%	79.8%	79.8%
White - Males	36	36	32	36	35	21.1%	20.1%	17.5%	19.1%	19.1%
Black - Females	2	2	2	2	1	1.2%	1.1%	1.1%	1.1%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	0.6%	0.6%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	2	4	4	1.2%	1.7%	1.2%	2.3%	2.4%
25-29	28	24	26	29	23	17.2%	14.0%	15.1%	16.8%	13.5%
30-34	21	29	31	29	33	12.9%	16.9%	18.0%	16.8%	19.4%
35-39	19	20	21	21	23	11.7%	11.6%	12.2%	12.1%	13.5%
40-45	25	24	17	20	15	15.3%	14.0%	9.9%	11.6%	8.8%
45-49	32	28	28	22	25	19.6%	16.3%	16.3%	12.7%	14.7%
50-54	20	24	23	29	29	12.3%	14.0%	13.4%	16.8%	17.1%
55+	16	20	24	19	18	9.8%	11.6%	14.0%	11.0%	10.6%
Average Age	41.1	41.4	41.6	41.1	41.3					

Experience Distribution

Teachers by Experience

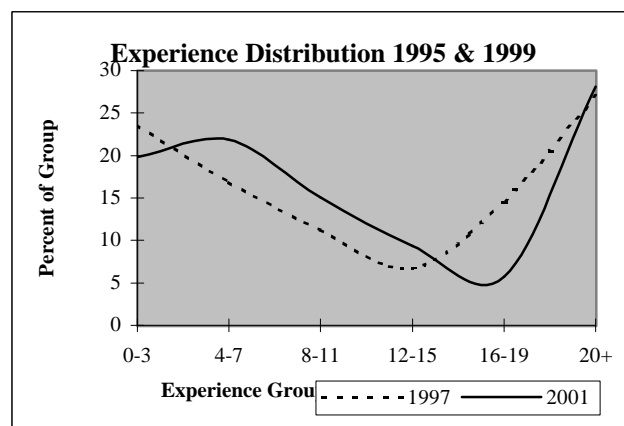
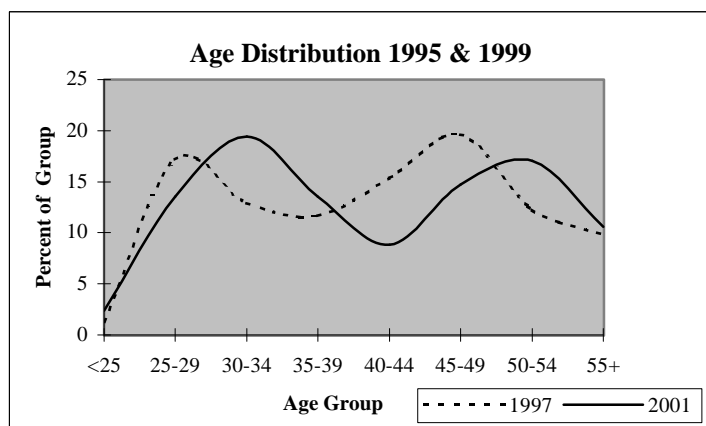
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	42	52	47	54	38	23.6%	27.8%	24.5%	27.0%	19.8%
4-7 Years	30	24	32	37	42	16.9%	12.8%	16.7%	18.5%	21.9%
8-11 Years	20	21	23	22	29	11.2%	11.2%	12.0%	11.0%	15.1%
12-15 Years	12	17	21	19	18	6.7%	9.1%	10.9%	9.5%	9.4%
16-19 Years	26	25	14	13	11	14.6%	13.4%	7.3%	6.5%	5.7%
20+ Years	48	48	55	55	54	27.0%	25.7%	28.6%	27.5%	28.1%
Average Experience	12.7	12.4	12.5	11.7	12.3					

District Report for: HUMPHREYS COUNTY

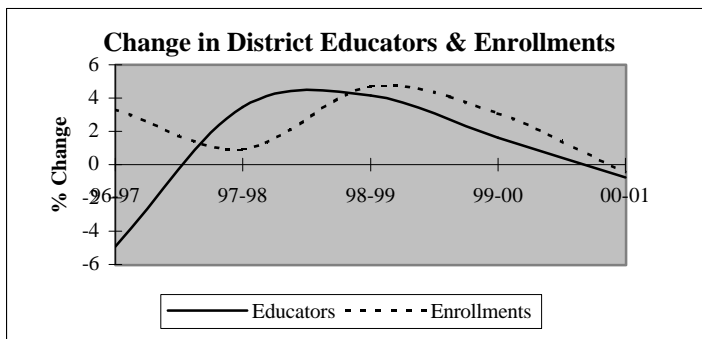
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	13	21	19	28	-	6.2%	9.5%	8.5%	12.1%	-
Attrition from Transfers	3	14	5	8	-	1.4%	6.3%	2.2%	3.4%	-
Attrition from Exits	10	7	14	20	-	4.8%	3.2%	6.3%	8.6%	-
Teacher Attrition	13	17	18	27	-	7.3%	9.1%	9.4%	13.5%	-
Attrition from Transfers	3	13	5	8	-	1.7%	7.0%	2.6%	4.0%	-
Attrition from Exits	10	4	13	19	-	5.6%	2.1%	6.8%	9.5%	-
District Retention										
Educator Retention	196	200	204	204	-	93.8%	90.5%	91.5%	87.9%	-
Teacher Retention	165	170	174	173	-	92.7%	90.9%	90.6%	86.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.0%	7.7%	12.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.1%	6.0%	9.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	81.7%	10.0%	8.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	82.4%	7.8%	9.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	83.7%	4.7%	11.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	0.0%	7.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.7%	13.7%	16.7%	20.7%	17.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.4%	10.4%	12.6%	12.1%	8.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.5%	0.0%	0.4%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.8%	91.4%	91.0%	88.4%	92.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.2%	8.1%	8.5%	10.8%	8.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: JACKSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.0	13.7	13.8	14.0	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.0	16.6	16.9	17.2	16.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	-6	4	5	2	-1	-	-	-	-	-
% Change in Educators	-4.9%	3.4%	4.2%	1.6%	-0.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	52	15	77	53	-8	-	-	-	-	-
% Change in Enrollment:	3.3%	0.9%	4.7%	3.1%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.6%	1.7%	1.6%	1.6%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.2%	4.0%	4.7%	3.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.9%	13.3%	14.4%	14.2%	13.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	40.0%	40.0%	16.7%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.2	41.6	42.4	42.9	42.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.0	14.3	14.7	15.5	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	29,939	30,958	31,690	32,439	31,087	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	82.3%	80.8%	78.4%	77.7%	80.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.4%	10.1%	10.8%	10.7%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.5%	0.6%	0.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	1.6%	1.3%	1.6%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

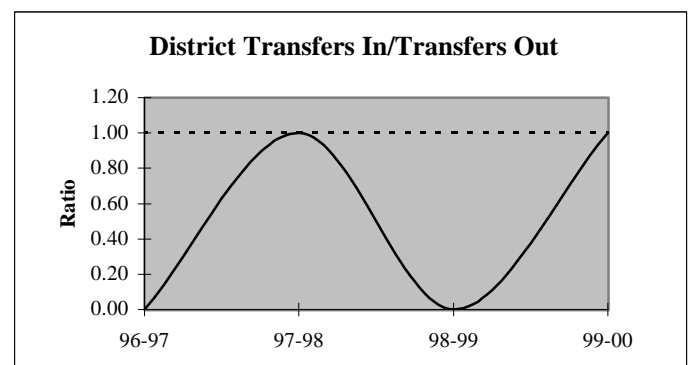
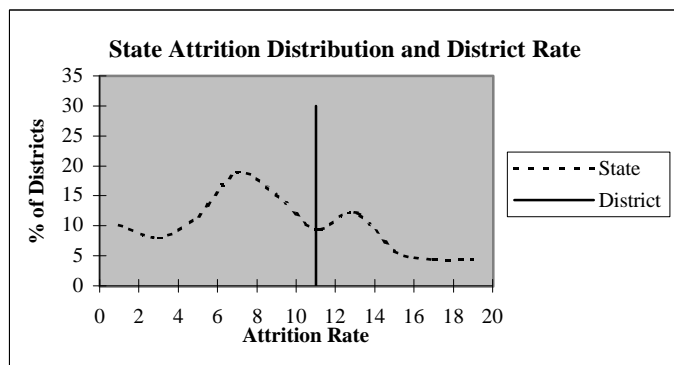
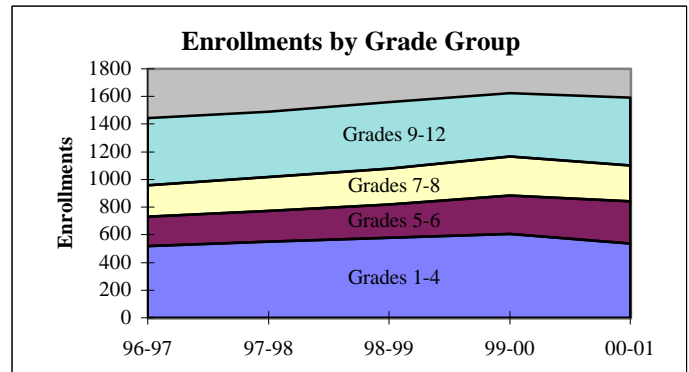
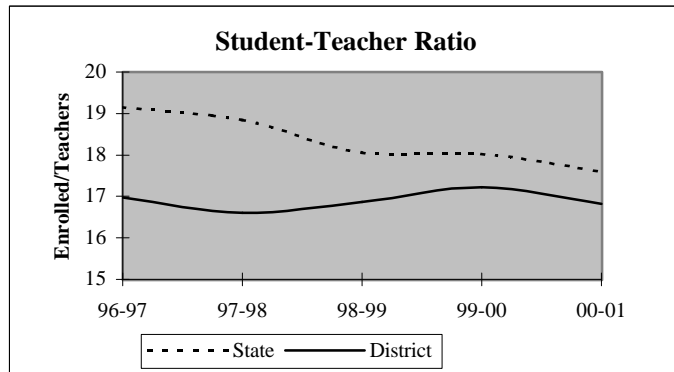
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	116	120	125	127	126	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	113	110	118	118	113	97.4%	91.7%	94.4%	92.9%	89.7%
Newly Hired	3	10	7	9	13	2.6%	8.3%	5.6%	7.1%	10.3%
Transfers In	1	1	0	3	2	33.3%	10.0%	0.0%	33.3%	15.4%
Reentrants	1	5	5	2	6	33.3%	50.0%	71.4%	22.2%	46.2%
First Time Educators	1	4	2	4	5	33.3%	40.0%	28.6%	44.4%	38.5%
Total Exiting Next Year	6	2	7	14	-	5.2%	1.7%	5.6%	11.0%	-
Transfers Out	0	1	3	3	-	0.0%	50.0%	42.9%	21.4%	-
Leave Tennessee Educ.	6	1	4	11	-	100.0%	50.0%	57.1%	78.6%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.2%	1.7%	5.6%	11.0%	-
Transfers In/Out	nc	1.00	0.00	1.00	-

District Report for: JACKSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	116	120	125	127	126	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	6	4	4.3%	4.2%	4.0%	4.7%	3.2%
Professional Staff	15	16	18	18	17	12.9%	13.3%	14.4%	14.2%	13.5%
Total Teachers	96	99	102	103	105	82.8%	82.5%	81.6%	81.1%	83.3%
Special Education	10	10	11	11	12	10.4%	10.1%	10.8%	10.7%	11.4%
Pre-K & Kindergarten	7	9	8	8	9	7.3%	9.1%	7.8%	7.8%	8.6%
Elementary (1-4)	37	33	35	37	33	38.5%	33.3%	34.3%	35.9%	31.4%
Middle School (5-6)	10	11	11	11	12	10.4%	11.1%	10.8%	10.7%	11.4%
Jr. High (7-8)	10	11	11	11	12	10.4%	11.1%	10.8%	10.7%	11.4%
High School (9-12)	22	25	26	25	27	22.9%	25.3%	25.5%	24.3%	25.7%
Business	1	2	2	1	0	4.5%	8.0%	7.7%	4.0%	0.0%
Language Arts	3	3	3	3	3	13.6%	12.0%	11.5%	12.0%	11.1%
Social Studies	3	5	5	5	5	13.6%	20.0%	19.2%	20.0%	18.5%
Foreign Language	1	1	1	1	1	4.5%	4.0%	3.8%	4.0%	3.7%
Mathematics	3	2	3	3	3	13.6%	8.0%	11.5%	12.0%	11.1%
Science	3	3	3	3	3	13.6%	12.0%	11.5%	12.0%	11.1%
Vocational Education	4	4	4	5	5	18.2%	16.0%	15.4%	20.0%	18.5%
Other High School	4	5	5	4	7	18.2%	20.0%	19.2%	16.0%	25.9%

Total Enrollments	1,629	1,644	1,721	1,774	1,766	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	129	132	124	150	8.8%	7.8%	7.7%	7.0%	8.5%
Grades 1-4	518	549	577	607	539	31.8%	33.4%	33.5%	34.2%	30.5%
Grades 5-6	214	226	242	279	304	13.1%	13.7%	14.1%	15.7%	17.2%
Grades 7-8	228	242	257	278	257	14.0%	14.7%	14.9%	15.7%	14.6%
Grades 9-12	483	471	482	458	493	29.7%	28.6%	28.0%	25.8%	27.9%
Ungraded	43	27	31	28	23	2.6%	1.6%	1.8%	1.6%	1.3%



District Report for: JACKSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	5	6	4	4.4%	4.3%	4.1%	4.9%	3.3%
White - Females	2	2	2	1	1	40.0%	40.0%	40.0%	16.7%	25.0%
White - Males	3	3	3	5	3	60.0%	60.0%	60.0%	83.3%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	15	17	17	16	12.4%	12.9%	14.0%	13.8%	13.2%
White - Females	11	11	12	13	12	78.6%	73.3%	70.6%	76.5%	75.0%
White - Males	3	4	5	4	4	21.4%	26.7%	29.4%	23.5%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	96	99	100	101	83.2%	82.8%	81.8%	81.3%	83.5%
White - Females	78	79	79	79	83	83.0%	82.3%	79.8%	79.0%	82.2%
White - Males	16	17	20	21	18	17.0%	17.7%	20.2%	21.0%	17.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	3	0	1	1	1.1%	3.3%	0.0%	1.0%	1.0%
25-29	12	8	10	7	11	13.2%	8.7%	10.4%	7.3%	11.5%
30-34	9	15	16	16	10	9.9%	16.3%	16.7%	16.7%	10.4%
35-39	14	10	12	12	14	15.4%	10.9%	12.5%	12.5%	14.6%
40-45	19	16	17	17	12	20.9%	17.4%	17.7%	17.7%	12.5%
45-49	20	22	19	19	22	22.0%	23.9%	19.8%	19.8%	22.9%
50-54	8	10	14	15	17	8.8%	10.9%	14.6%	15.6%	17.7%
55+	8	8	8	9	9	8.8%	8.7%	8.3%	9.4%	9.4%
Average Age	41.2	41.6	42.4	42.9	42.5					

Experience Distribution

Teachers by Experience

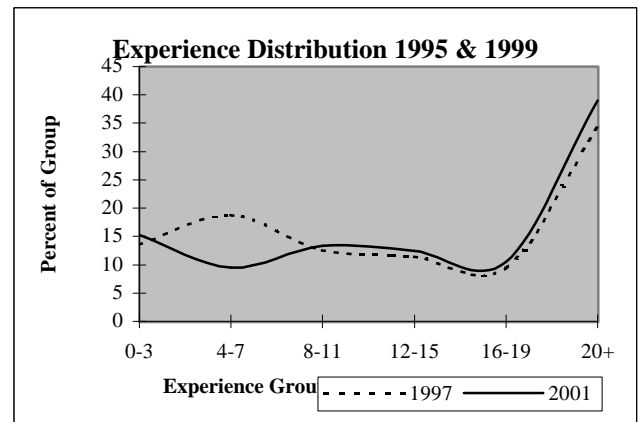
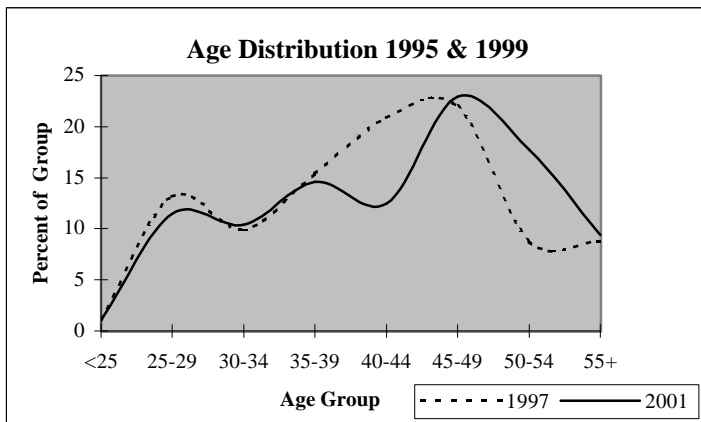
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	13	13	14	17	16	13.5%	13.1%	13.7%	16.5%	15.2%
4-7 Years	18	19	19	11	10	18.8%	19.2%	18.6%	10.7%	9.5%
8-11 Years	12	10	12	13	14	12.5%	10.1%	11.8%	12.6%	13.3%
12-15 Years	11	14	11	14	13	11.5%	14.1%	10.8%	13.6%	12.4%
16-19 Years	9	9	9	6	11	9.4%	9.1%	8.8%	5.8%	10.5%
20+ Years	33	34	37	42	41	34.4%	34.3%	36.3%	40.8%	39.0%
Average Experience	14.0	14.3	14.7	15.5	15.7					

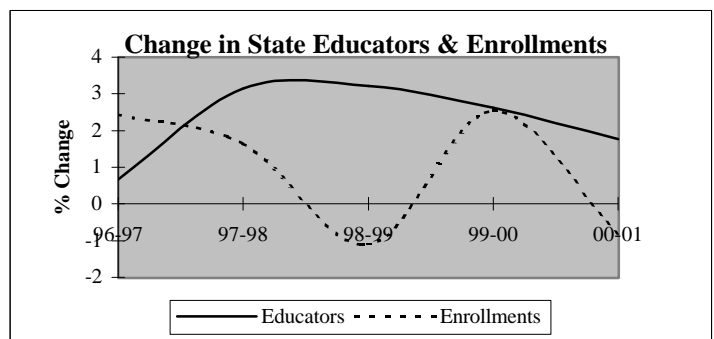
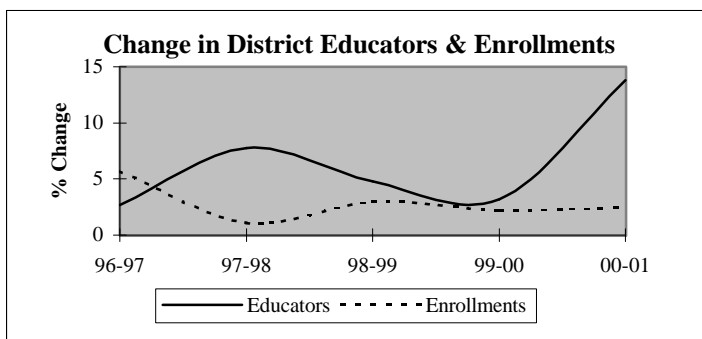
District Report for: JACKSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	2	7	14	-	5.2%	1.7%	5.6%	11.0%	-
Attrition from Transfers	0	1	3	3	-	0.0%	0.8%	2.4%	2.4%	-
Attrition from Exits	6	1	4	11	-	5.2%	0.8%	3.2%	8.7%	-
Teacher Attrition	5	1	6	12	-	5.2%	1.0%	5.9%	11.7%	-
Attrition from Transfers	0	0	2	3	-	0.0%	0.0%	2.0%	2.9%	-
Attrition from Exits	5	1	4	9	-	5.2%	1.0%	3.9%	8.7%	-
District Retention										
Educator Retention	110	118	118	113	-	94.8%	98.3%	94.4%	89.0%	-
Teacher Retention	91	98	96	91	-	94.8%	99.0%	94.1%	88.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	69.6%	13.0%	17.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.3%	11.1%	5.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	94.4%	5.6%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.7%	4.8%	9.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.7%	0.0%	5.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.5%	4.8%	4.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.8%	12.1%	16.0%	16.1%	18.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.9%	5.7%	6.7%	9.5%	9.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	4.3%	1.7%	0.0%	0.0%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.0%	90.8%	94.4%	94.5%	89.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.7%	7.5%	5.6%	5.5%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	15.9	15.6	15.4	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	18.3	18.1	17.8	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	10	30	20	14	62	-	-	-	-	-
% Change in Educators	2.7%	7.8%	4.8%	3.2%	13.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	353	70	196	153	169	-	-	-	-	-
% Change in Enrollment:	5.7%	1.1%	3.0%	2.3%	2.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.3%	1.7%	2.1%	1.3%	10.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.6%	3.8%	3.9%	3.3%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.4%	9.6%	10.1%	10.0%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.2%	1.2%	1.6%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	21.4%	18.8%	29.4%	33.3%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	44.3	44.5	44.6	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.0	13.2	12.6	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	30,526	30,655	31,697	32,816	31,280	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.9%	1.2%	1.1%	1.6%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.2%	75.3%	76.3%	74.6%	76.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.7%	5.8%	5.6%	6.9%	7.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.6%	na	3.9%	3.7%	4.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	1.0%	0.9%	0.9%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

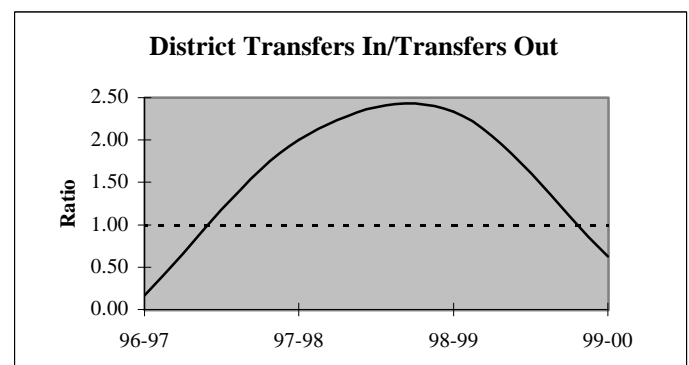
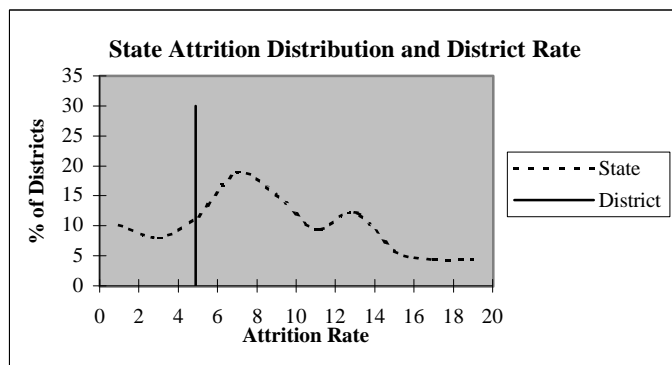
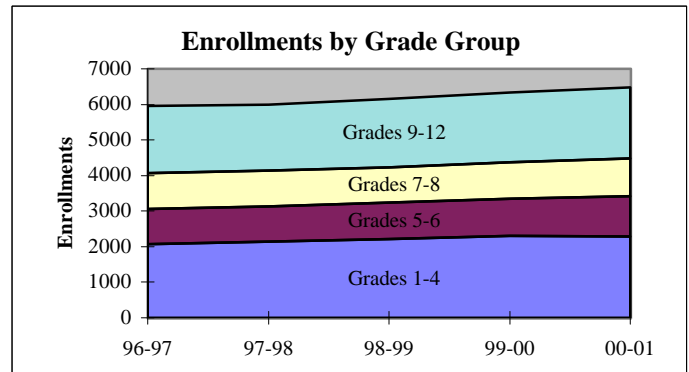
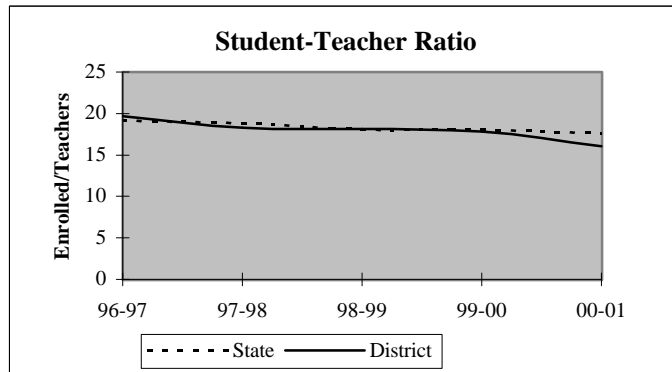
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	386	416	436	450	512	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	347	357	392	398	428	89.9%	85.8%	89.9%	88.4%	83.6%
Newly Hired	39	59	44	52	84	10.1%	14.2%	10.1%	11.6%	16.4%
Transfers In	1	2	7	5	21	2.6%	3.4%	15.9%	9.6%	25.0%
Reentrants	17	30	21	15	33	43.6%	50.8%	47.7%	28.8%	39.3%
First Time Educators	21	27	16	32	30	53.8%	45.8%	36.4%	61.5%	35.7%
Total Exiting Next Year	29	24	38	22	-	7.5%	5.8%	8.7%	4.9%	-
Transfers Out	6	1	3	8	-	20.7%	4.2%	7.9%	36.4%	-
Leave Tennessee Educ.	23	23	35	14	-	79.3%	95.8%	92.1%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	5.8%	8.7%	4.9%	-
Transfers In/Out	0.17	2.00	2.33	0.63	-

District Report for: JEFFERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	386	416	436	450	512	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	16	17	15	19	3.6%	3.8%	3.9%	3.3%	3.7%
Professional Staff	40	40	44	45	49	10.4%	9.6%	10.1%	10.0%	9.6%
Total Teachers	332	360	375	390	444	86.0%	86.5%	86.0%	86.7%	86.7%
Special Education	19	21	21	27	32	5.7%	5.8%	5.6%	6.9%	7.2%
Pre-K & Kindergarten	26	30	38	36	38	7.8%	8.3%	10.1%	9.2%	8.6%
Elementary (1-4)	124	136	138	143	166	37.3%	37.8%	36.8%	36.7%	37.4%
Middle School (5-6)	41	40	42	47	52	12.3%	11.1%	11.2%	12.1%	11.7%
Jr. High (7-8)	40	42	40	42	52	12.0%	11.7%	10.7%	10.8%	11.7%
High School (9-12)	82	91	96	95	104	24.7%	25.3%	25.6%	24.4%	23.4%
Business	4	5	4	5	5	4.9%	5.5%	4.2%	5.3%	4.8%
Language Arts	8	13	13	14	16	9.8%	14.3%	13.5%	14.7%	15.4%
Social Studies	9	11	11	11	13	11.0%	12.1%	11.5%	11.6%	12.5%
Foreign Language	3	2	3	4	3	3.7%	2.2%	3.1%	4.2%	2.9%
Mathematics	8	13	14	12	14	9.8%	14.3%	14.6%	12.6%	13.5%
Science	9	9	10	10	11	11.0%	9.9%	10.4%	10.5%	10.6%
Vocational Education	15	17	18	18	20	18.3%	18.7%	18.8%	18.9%	19.2%
Other High School	26	21	23	21	22	31.7%	23.1%	24.0%	22.1%	21.2%

Total Enrollments	6,526	6,596	6,792	6,945	7,114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	516	541	575	547	565	7.9%	8.2%	8.5%	7.9%	7.9%
Grades 1-4	2,071	2,147	2,217	2,312	2,291	31.7%	32.6%	32.6%	33.3%	32.2%
Grades 5-6	989	985	1,014	1,032	1,136	15.2%	14.9%	14.9%	14.9%	16.0%
Grades 7-8	999	1,012	999	1,025	1,054	15.3%	15.3%	14.7%	14.8%	14.8%
Grades 9-12	1,891	1,845	1,927	1,966	1,999	29.0%	28.0%	28.4%	28.3%	28.1%
Ungraded	60	66	60	63	69	0.9%	1.0%	0.9%	0.9%	1.0%



District Report for: JEFFERSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	14	16	17	15	19	3.7%	4.0%	4.0%	3.5%	3.9%
White - Females	3	3	5	5	6	21.4%	18.8%	29.4%	33.3%	31.6%
White - Males	11	13	12	10	13	78.6%	81.3%	70.6%	66.7%	68.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	40	43	42	47	10.6%	10.0%	10.2%	9.8%	9.6%
White - Females	26	27	28	27	31	65.0%	67.5%	65.1%	64.3%	66.0%
White - Males	13	12	14	14	15	32.5%	30.0%	32.6%	33.3%	31.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	2.5%	2.5%	2.3%	2.4%	2.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	323	346	360	372	424	85.7%	86.1%	85.7%	86.7%	86.5%
White - Females	249	264	278	281	328	77.1%	76.3%	77.2%	75.5%	77.4%
White - Males	71	78	78	85	89	22.0%	22.5%	21.7%	22.8%	21.0%
Black - Females	1	3	3	4	5	0.3%	0.9%	0.8%	1.1%	1.2%
Black - Males	2	1	1	1	1	0.6%	0.3%	0.3%	0.3%	0.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.3%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	7	5	8	0.4%	0.3%	2.4%	1.8%	2.6%
25-29	26	26	24	19	21	9.3%	9.1%	8.4%	6.7%	7.0%
30-34	29	32	29	36	39	10.4%	11.1%	10.1%	12.7%	12.9%
35-39	29	34	33	29	34	10.4%	11.8%	11.5%	10.2%	11.3%
40-45	54	46	46	48	38	19.3%	16.0%	16.0%	16.9%	12.6%
45-49	49	49	47	49	45	17.5%	17.1%	16.4%	17.3%	14.9%
50-54	40	46	48	43	49	14.3%	16.0%	16.7%	15.1%	16.2%
55+	52	53	53	55	68	18.6%	18.5%	18.5%	19.4%	22.5%
Average Age	44.1	44.3	44.5	44.6	44.9					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	77	91	95	98	113	23.2%	25.3%	25.3%	25.1%	25.5%
4-7 Years	39	48	56	70	81	11.7%	13.3%	14.9%	17.9%	18.2%
8-11 Years	40	34	34	34	46	12.0%	9.4%	9.1%	8.7%	10.4%
12-15 Years	38	43	39	34	39	11.4%	11.9%	10.4%	8.7%	8.8%
16-19 Years	37	40	36	43	39	11.1%	11.1%	9.6%	11.0%	8.8%
20+ Years	101	104	115	111	126	30.4%	28.9%	30.7%	28.5%	28.4%
Average Experience	13.3	13.0	13.2	12.6	12.6					

District Report for: JEFFERSON COUNTY

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	29	24	38	22	-	7.5%	5.8%	8.7%	4.9%	-
Attrition from Transfers	6	1	3	8	-	1.6%	0.2%	0.7%	1.8%	-
Attrition from Exits	23	23	35	14	-	6.0%	5.5%	8.0%	3.1%	-
Teacher Attrition	27	21	32	19	-	8.1%	5.8%	8.5%	4.9%	-
Attrition from Transfers	5	1	3	7	-	1.5%	0.3%	0.8%	1.8%	-
Attrition from Exits	22	20	29	12	-	6.6%	5.6%	7.7%	3.1%	-
District Retention										
Educator Retention	357	392	398	428	-	92.5%	94.2%	91.3%	95.1%	-
Teacher Retention	305	339	343	371	-	91.9%	94.2%	91.5%	95.1%	-

Teacher Retention

5 Year Average Retention Rate

	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.3%	7.4%	12.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.3%	1.0%	5.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.0%	0.9%	10.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.8%	2.1%	6.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.0%	1.2%	12.8%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.2%	1.6%	8.2%	89.6%	1.8%	91.4%	8.6%

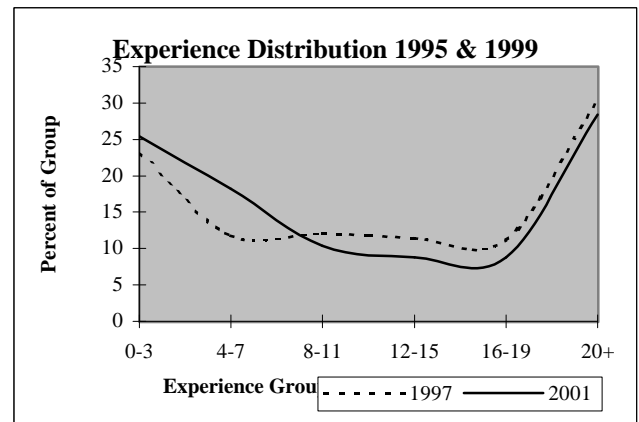
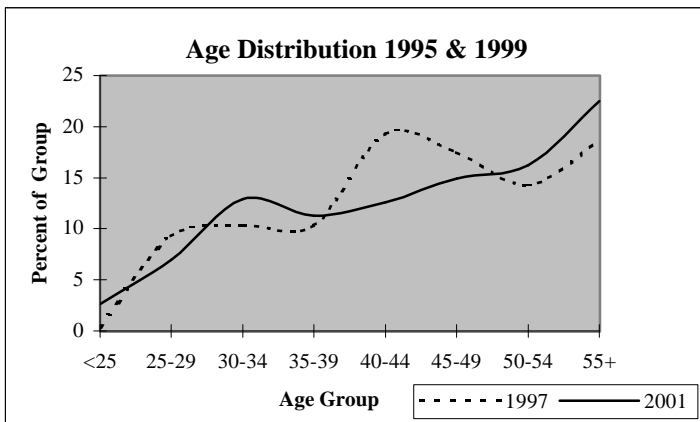
Survey Data Quality

Incomplete Responses

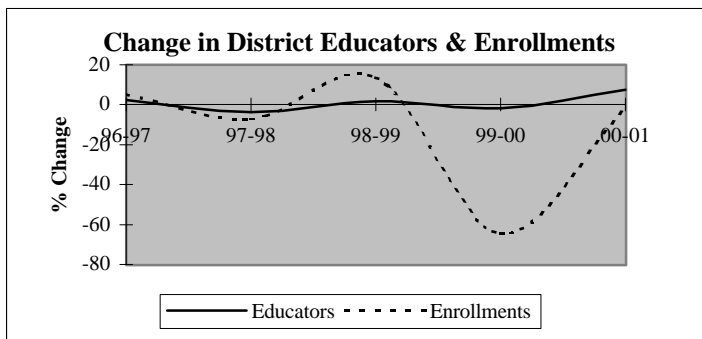
	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Race	9.3%	15.6%	17.7%	21.9%	21.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	12.1%	13.4%	12.7%	11.1%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	1.3%	1.9%	1.4%	1.1%	2.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.9%	84.4%	90.1%	88.2%	84.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.8%	13.7%	8.5%	10.7%	12.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: JOHNSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	37.5	36.2	40.4	14.6	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	46.1	44.2	49.2	17.8	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	-7	3	-3	13	-	-	-	-	-
% Change in Educators	2.2%	-3.8%	1.7%	-1.7%	7.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	342	-492	859	-4,666	-28	-	-	-	-	-
% Change in Enrollment:	5.2%	-7.2%	13.5%	-64.5%	-1.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.7%	6.8%	7.3%	6.8%	7.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.9%	11.4%	10.6%	11.4%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	8.3%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	41.7%	38.5%	25.0%	35.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.8	40.5	41.4	41.6	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	11.1	11.8	12.5	12.6	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,563	30,161	31,404	32,460	31,453	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.2%	79.2%	78.2%	80.6%	78.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.1%	9.0%	9.5%	9.0%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.1%	na	1.1%	1.0%	0.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	0.0%	2.4%	3.2%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

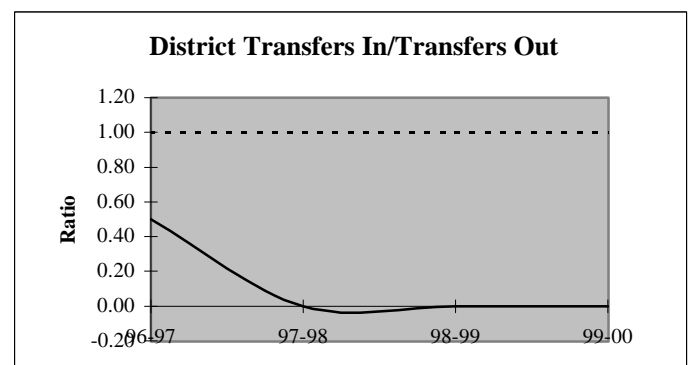
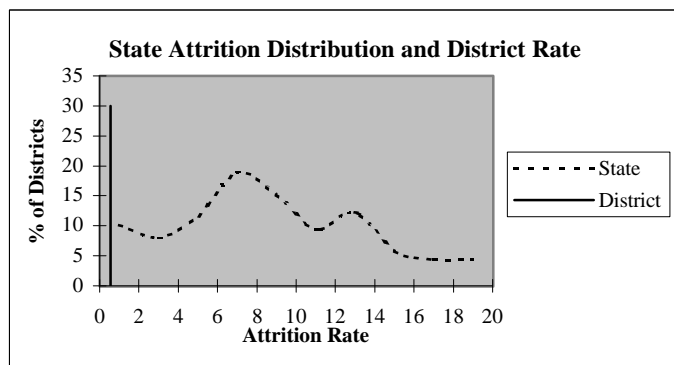
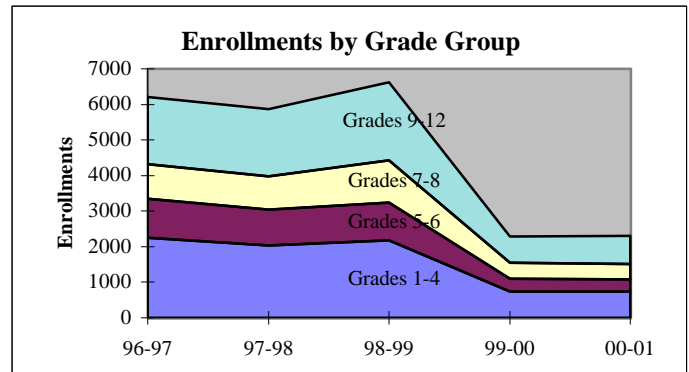
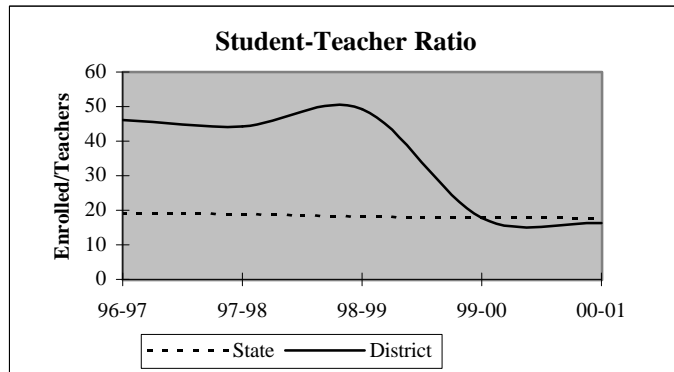
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	183	176	179	176	189	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	169	171	173	164	175	92.3%	97.2%	96.6%	93.2%	92.6%
Newly Hired	14	5	6	12	14	7.7%	2.8%	3.4%	6.8%	7.4%
Transfers In	1	0	0	0	0	7.1%	0.0%	0.0%	0.0%	0.0%
Reentrants	5	1	3	7	5	35.7%	20.0%	50.0%	58.3%	35.7%
First Time Educators	8	4	3	5	9	57.1%	80.0%	50.0%	41.7%	64.3%
Total Exiting Next Year	12	3	15	1	-	6.6%	1.7%	8.4%	0.6%	-
Transfers Out	2	0	5	0	-	16.7%	0.0%	33.3%	0.0%	-
Leave Tennessee Educ.	10	3	10	1	-	83.3%	100.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.6%	1.7%	8.4%	0.6%	-
Transfers In/Out	0.50	nc	0.00	nc	-

District Report for: JOHNSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	183	176	179	176	189	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	12	13	12	14	7.7%	6.8%	7.3%	6.8%	7.4%
Professional Staff	20	20	19	20	19	10.9%	11.4%	10.6%	11.4%	10.1%
Total Teachers	149	144	147	144	156	81.4%	81.8%	82.1%	81.8%	82.5%
Special Education	15	13	14	13	16	10.1%	9.0%	9.5%	9.0%	10.3%
Pre-K & Kindergarten	16	17	18	18	18	10.7%	11.8%	12.2%	12.5%	11.5%
Elementary (1-4)	54	48	46	47	48	36.2%	33.3%	31.3%	32.6%	30.8%
Middle School (5-6)	13	16	17	15	16	8.7%	11.1%	11.6%	10.4%	10.3%
Jr. High (7-8)	12	12	12	13	14	8.1%	8.3%	8.2%	9.0%	9.0%
High School (9-12)	39	38	40	38	44	26.2%	26.4%	27.2%	26.4%	28.2%
Business	1	1	1	1	0	2.6%	2.6%	2.5%	2.6%	0.0%
Language Arts	6	5	5	5	6	15.4%	13.2%	12.5%	13.2%	13.6%
Social Studies	4	4	4	3	4	10.3%	10.5%	10.0%	7.9%	9.1%
Foreign Language	1	1	1	1	1	2.6%	2.6%	2.5%	2.6%	2.3%
Mathematics	4	5	5	5	5	10.3%	13.2%	12.5%	13.2%	11.4%
Science	2	2	3	3	4	5.1%	5.3%	7.5%	7.9%	9.1%
Vocational Education	12	12	13	13	16	30.8%	31.6%	32.5%	34.2%	36.4%
Other High School	9	8	8	7	8	23.1%	21.1%	20.0%	18.4%	18.2%

Total Enrollments	6,863	6,371	7,230	2,564	2,536	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	603	505	532	188	174	8.8%	7.9%	7.4%	7.3%	6.9%
Grades 1-4	2,254	2,027	2,182	731	742	32.8%	31.8%	30.2%	28.5%	29.3%
Grades 5-6	1,088	1,012	1,050	369	342	15.9%	15.9%	14.5%	14.4%	13.5%
Grades 7-8	985	939	1,199	445	432	14.4%	14.7%	16.6%	17.4%	17.0%
Grades 9-12	1,890	1,888	2,197	748	787	27.5%	29.6%	30.4%	29.2%	31.0%
Ungraded	43	0	70	83	59	0.6%	0.0%	1.0%	3.2%	2.3%



District Report for: JOHNSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	14	12	13	12	14	7.8%	7.0%	7.5%	7.1%	7.7%
White - Females	7	5	5	3	5	50.0%	41.7%	38.5%	25.0%	35.7%
White - Males	7	7	8	8	8	50.0%	58.3%	61.5%	66.7%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	7.1%
Professional Staff	20	20	19	19	18	11.1%	11.6%	11.0%	11.2%	9.9%
White - Females	19	19	18	18	16	95.0%	95.0%	94.7%	94.7%	88.9%
White - Males	1	1	1	1	2	5.0%	5.0%	5.3%	5.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	146	140	141	138	149	81.1%	81.4%	81.5%	81.7%	82.3%
White - Females	115	110	110	111	117	78.8%	78.6%	78.0%	80.4%	78.5%
White - Males	31	30	31	27	32	21.2%	21.4%	22.0%	19.6%	21.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	0	0	2	1	1.4%	0.0%	0.0%	1.5%	0.7%
25-29	27	25	16	10	14	18.9%	18.2%	11.7%	7.6%	10.0%
30-34	21	22	29	31	30	14.7%	16.1%	21.2%	23.5%	21.4%
35-39	19	17	16	17	15	13.3%	12.4%	11.7%	12.9%	10.7%
40-45	24	21	19	12	17	16.8%	15.3%	13.9%	9.1%	12.1%
45-49	24	26	30	34	30	16.8%	19.0%	21.9%	25.8%	21.4%
50-54	13	14	13	14	18	9.1%	10.2%	9.5%	10.6%	12.9%
55+	13	12	14	12	15	9.1%	8.8%	10.2%	9.1%	10.7%
Average Age	39.8	40.5	41.4	41.6	42.0					

Experience Distribution

Teachers by Experience

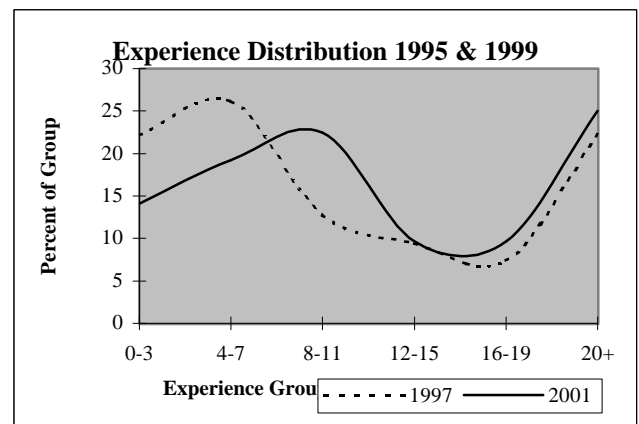
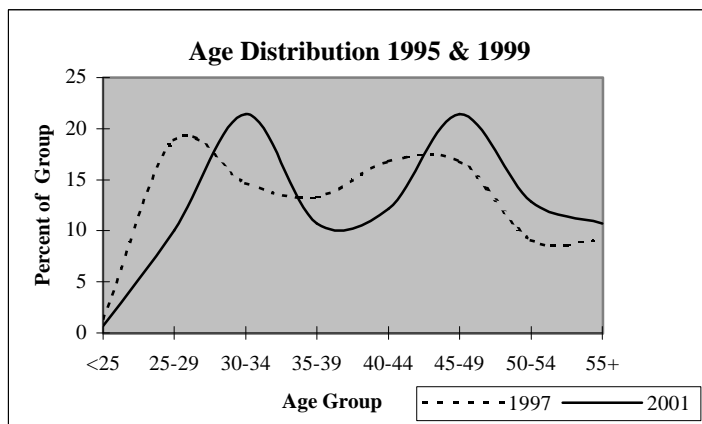
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	33	23	18	19	22	22.1%	16.0%	12.2%	13.2%	14.1%
4-7 Years	39	42	43	35	30	26.2%	29.2%	29.3%	24.3%	19.2%
8-11 Years	19	17	19	27	35	12.8%	11.8%	12.9%	18.8%	22.4%
12-15 Years	14	13	14	13	15	9.4%	9.0%	9.5%	9.0%	9.6%
16-19 Years	11	15	18	16	15	7.4%	10.4%	12.2%	11.1%	9.6%
20+ Years	33	34	35	34	39	22.1%	23.6%	23.8%	23.6%	25.0%
Average Experience	11.1	11.8	12.5	12.6	12.8					

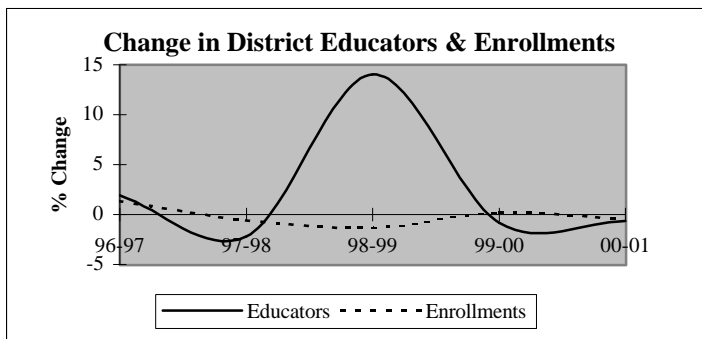
District Report for: JOHNSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	12	3	15	1	-	6.6%	1.7%	8.4%	0.6%	-
Attrition from Transfers	2	0	5	0	-	1.1%	0.0%	2.8%	0.0%	-
Attrition from Exits	10	3	10	1	-	5.5%	1.7%	5.6%	0.6%	-
Teacher Attrition	9	2	11	1	-	6.0%	1.4%	7.5%	0.7%	-
Attrition from Transfers	2	0	5	0	-	1.3%	0.0%	3.4%	0.0%	-
Attrition from Exits	7	2	6	1	-	4.7%	1.4%	4.1%	0.7%	-
District Retention										
Educator Retention	171	173	164	175	-	93.4%	98.3%	91.6%	99.4%	-
Teacher Retention	140	142	136	143	-	94.0%	98.6%	92.5%	99.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	79.2%	8.3%	12.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.7%	3.3%	10.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	95.7%	2.2%	2.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.1%	2.0%	3.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	6.7%	8.8%	11.4%	12.6%	13.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	4.1%	4.8%	3.8%	4.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.6%	0.6%	1.7%	0.6%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.7%	95.5%	95.0%	91.5%	91.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.5%	1.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	2.8%	3.4%	8.0%	7.9%	8.6%	9.3%	9.4%	11.0%	10.3%





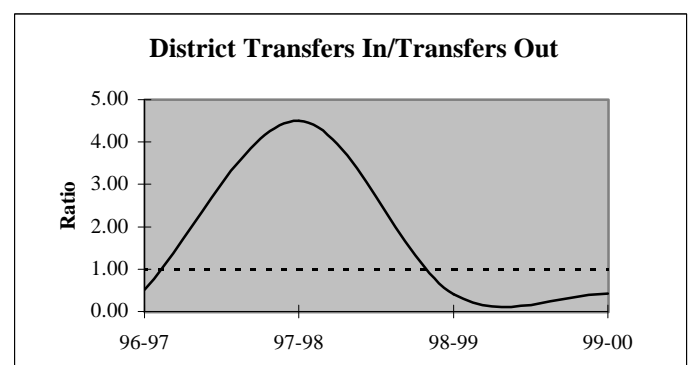
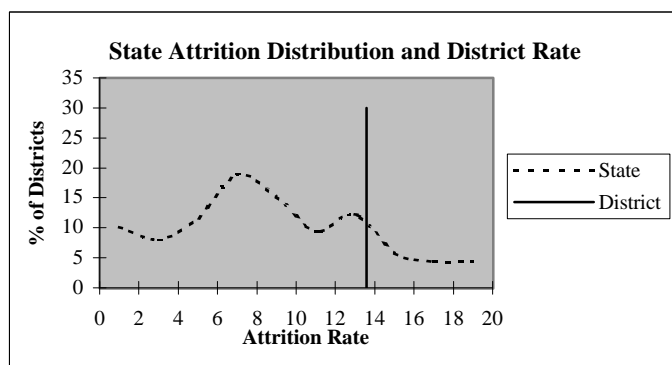
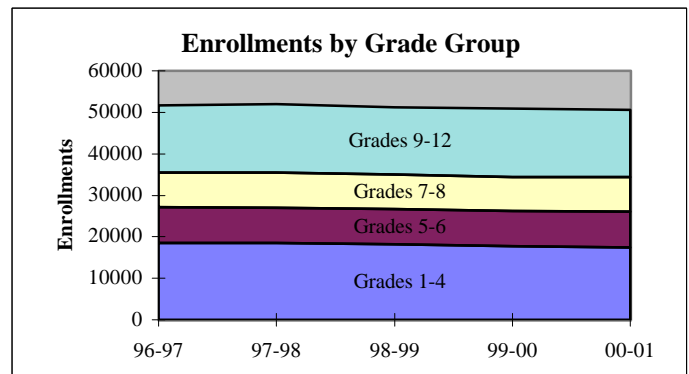
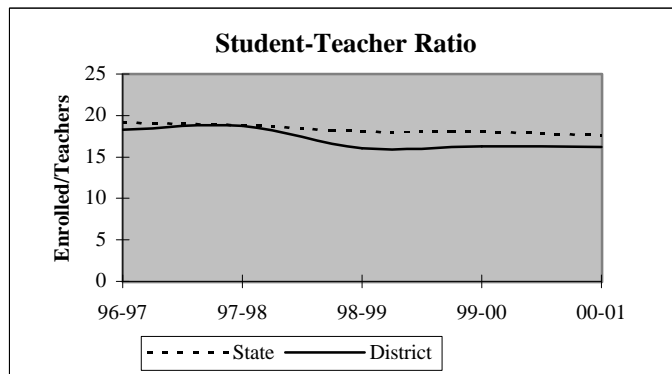
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.5	15.7	13.6	13.7	13.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	18.7	16.1	16.3	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	70	-81	512	-35	-26	-	-	-	-	-
% Change in Educators	1.9%	-2.2%	14.0%	-0.8%	-0.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	758	-323	-780	113	-245	-	-	-	-	-
% Change in Enrollment:	1.3%	-0.6%	-1.4%	0.2%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.2%	0.2%	0.3%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	4.3%	4.0%	4.0%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	11.8%	11.4%	11.4%	11.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.9%	7.4%	7.3%	7.0%	6.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.3%	15.4%	16.6%	14.0%	15.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	46.1%	46.8%	46.7%	49.4%	52.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	44.1	43.4	43.6	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	14.1	13.3	13.3	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	33,496	34,331	34,675	36,876	36,101	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.5%	7.1%	7.0%	6.7%	6.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.3%	78.5%	78.5%	78.6%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.0%	11.3%	11.2%	11.5%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	15.5%	na	16.9%	16.5%	16.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	2.2%	2.4%	3.0%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	3,730	3,649	4,161	4,126	4,100	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	3,325	3,386	3,619	3,647	3,565	89.1%	92.8%	87.0%	88.4%	87.0%
Newly Hired	405	263	542	479	535	10.9%	7.2%	13.0%	11.6%	13.0%
Transfers In	27	27	38	42	51	6.7%	10.3%	7.0%	8.8%	9.5%
Reentrants	190	149	226	161	190	46.9%	56.7%	41.7%	33.6%	35.5%
First Time Educators	188	87	278	276	294	46.4%	33.1%	51.3%	57.6%	55.0%
Total Exiting Next Year	344	30	514	561	-	9.2%	0.8%	12.4%	13.6%	-
Transfers Out	53	6	94	98	-	15.4%	20.0%	18.3%	17.5%	-
Leave Tennessee Educ.	291	24	420	463	-	84.6%	80.0%	81.7%	82.5%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	9.2%	0.8%	12.4%	13.6%	-
Transfers In/Out	0.51	4.50	0.40	0.43	-

District Report for: KNOX COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	3,730	3,649	4,161	4,126	4,100	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	154	158	165	166	162	4.1%	4.3%	4.0%	4.0%	4.0%
Professional Staff	427	430	473	472	459	11.4%	11.8%	11.4%	11.4%	11.2%
Total Teachers	3,149	3,061	3,523	3,488	3,479	84.4%	83.9%	84.7%	84.5%	84.9%
Special Education	378	347	393	401	381	12.0%	11.3%	11.2%	11.5%	11.0%
Pre-K & Kindergarten	224	212	239	237	242	7.1%	6.9%	6.8%	6.8%	7.0%
Elementary (1-4)	1,058	1,047	1,234	1,213	1,243	33.6%	34.2%	35.0%	34.8%	35.7%
Middle School (5-6)	339	330	369	372	374	10.8%	10.8%	10.5%	10.7%	10.8%
Jr. High (7-8)	293	296	334	323	333	9.3%	9.7%	9.5%	9.3%	9.6%
High School (9-12)	857	829	954	942	906	27.2%	27.1%	27.1%	27.0%	26.0%
Business	36	39	40	43	45	4.2%	4.7%	4.2%	4.6%	5.0%
Language Arts	116	111	119	131	119	13.5%	13.4%	12.5%	13.9%	13.1%
Social Studies	92	87	90	92	94	10.7%	10.5%	9.4%	9.8%	10.4%
Foreign Language	51	47	51	53	50	6.0%	5.7%	5.3%	5.6%	5.5%
Mathematics	110	103	109	114	112	12.8%	12.4%	11.4%	12.1%	12.4%
Science	95	89	98	103	97	11.1%	10.7%	10.3%	10.9%	10.7%
Vocational Education	158	156	169	161	160	18.4%	18.8%	17.7%	17.1%	17.7%
Other High School	199	197	278	245	229	23.2%	23.8%	29.1%	26.0%	25.3%
Total Enrollments	57,693	57,370	56,590	56,703	56,458	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	4,706	4,161	4,108	4,121	4,203	8.2%	7.3%	7.3%	7.3%	7.4%
Grades 1-4	18,482	18,457	18,125	17,739	17,409	32.0%	32.2%	32.0%	31.3%	30.8%
Grades 5-6	8,670	8,541	8,618	8,511	8,685	15.0%	14.9%	15.2%	15.0%	15.4%
Grades 7-8	8,373	8,504	8,233	8,095	8,263	14.5%	14.8%	14.5%	14.3%	14.6%
Grades 9-12	16,129	16,467	16,232	16,518	16,233	28.0%	28.7%	28.7%	29.1%	28.8%
Ungraded	1,333	1,240	1,274	1,719	1,665	2.3%	2.2%	2.3%	3.0%	2.9%



District Report for: KNOX COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	153	156	163	164	160	4.3%	4.5%	4.1%	4.2%	4.1%
White - Females	56	57	60	67	70	36.6%	36.5%	36.8%	40.9%	43.8%
White - Males	72	75	76	74	66	47.1%	48.1%	46.6%	45.1%	41.3%
Black - Females	13	14	14	13	13	8.5%	9.0%	8.6%	7.9%	8.1%
Black - Males	9	8	11	9	10	5.9%	5.1%	6.7%	5.5%	6.3%
Other - Females	1	1	1	0	0	0.7%	0.6%	0.6%	0.0%	0.0%
Other - Males	2	1	1	1	1	1.3%	0.6%	0.6%	0.6%	0.6%
Professional Staff	416	417	456	452	437	11.6%	12.0%	11.5%	11.5%	11.3%
White - Females	319	326	359	357	352	76.7%	78.2%	78.7%	79.0%	80.5%
White - Males	65	62	67	65	56	15.6%	14.9%	14.7%	14.4%	12.8%
Black - Females	27	25	25	26	23	6.5%	6.0%	5.5%	5.8%	5.3%
Black - Males	5	4	5	4	6	1.2%	1.0%	1.1%	0.9%	1.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	3,029	2,915	3,344	3,301	3,281	84.2%	83.6%	84.4%	84.3%	84.6%
White - Females	2,230	2,149	2,470	2,455	2,463	73.6%	73.7%	73.9%	74.4%	75.1%
White - Males	571	560	640	626	615	18.9%	19.2%	19.1%	19.0%	18.7%
Black - Females	174	156	179	168	147	5.7%	5.4%	5.4%	5.1%	4.5%
Black - Males	38	35	37	35	36	1.3%	1.2%	1.1%	1.1%	1.1%
Other - Females	12	11	15	14	17	0.4%	0.4%	0.4%	0.4%	0.5%
Other - Males	4	4	3	3	3	0.1%	0.1%	0.1%	0.1%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	65	19	98	98	107	2.3%	0.7%	3.2%	3.4%	3.8%
25-29	294	255	327	325	301	10.3%	9.4%	10.7%	11.1%	10.7%
30-34	291	261	323	285	289	10.2%	9.6%	10.6%	9.7%	10.3%
35-39	319	302	319	313	295	11.2%	11.2%	10.5%	10.7%	10.5%
40-45	468	415	401	344	321	16.4%	15.3%	13.2%	11.8%	11.4%
45-49	634	584	574	530	475	22.2%	21.6%	18.8%	18.1%	16.9%
50-54	451	516	584	626	614	15.8%	19.1%	19.2%	21.4%	21.8%
55+	331	353	422	403	416	11.6%	13.0%	13.8%	13.8%	14.8%
Average Age	43.1	44.1	43.4	43.6	43.6					

Experience Distribution

Teachers by Experience

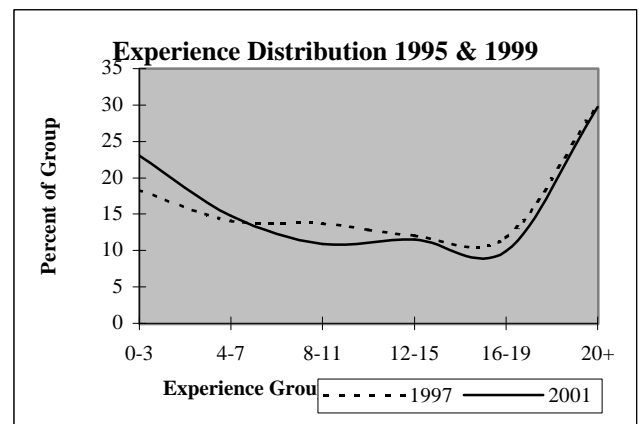
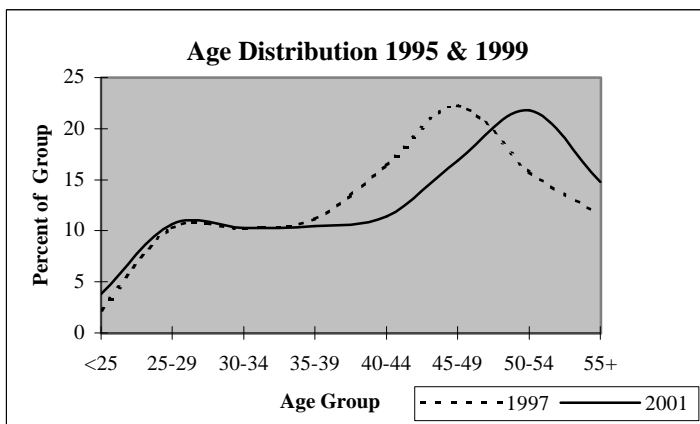
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	577	514	786	772	803	18.3%	16.8%	22.3%	22.1%	23.1%
4-7 Years	442	419	469	520	514	14.0%	13.7%	13.3%	14.9%	14.8%
8-11 Years	433	401	430	379	379	13.8%	13.1%	12.2%	10.9%	10.9%
12-15 Years	378	393	421	417	402	12.0%	12.8%	12.0%	12.0%	11.6%
16-19 Years	372	361	371	333	346	11.8%	11.8%	10.5%	9.5%	9.9%
20+ Years	947	973	1,046	1,067	1,035	30.1%	31.8%	29.7%	30.6%	29.7%
Average Experience	13.5	14.1	13.3	13.3	13.2					

District Report for: KNOX COUNTY

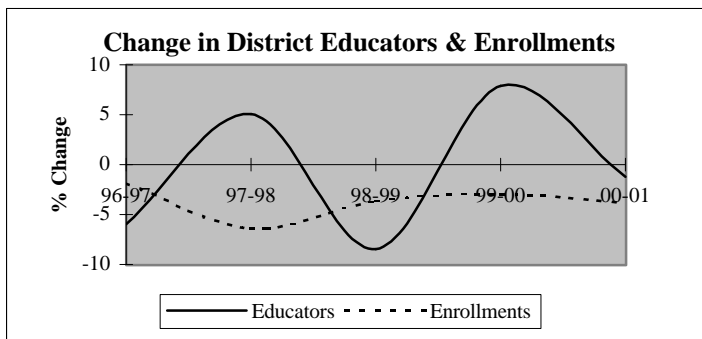
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	344	30	514	561	-	9.2%	0.8%	12.4%	13.6%	-
Attrition from Transfers	53	6	94	98	-	1.4%	0.2%	2.3%	2.4%	-
Attrition from Exits	291	24	420	463	-	7.8%	0.7%	10.1%	11.2%	-
Teacher Attrition	308	27	450	486	-	9.8%	0.9%	12.8%	13.9%	-
Attrition from Transfers	52	5	87	92	-	1.7%	0.2%	2.5%	2.6%	-
Attrition from Exits	256	22	363	394	-	8.1%	0.7%	10.3%	11.3%	-
District Retention										
Educator Retention	3,386	3,619	3,647	3,565	-	90.8%	99.2%	87.6%	86.4%	-
Teacher Retention	2,841	3,034	3,073	3,002	-	90.2%	99.1%	87.2%	86.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	60.9%	15.1%	23.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.3%	3.4%	13.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.5%	2.6%	10.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.3%	0.9%	12.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.4%	2.5%	11.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.4%	1.2%	10.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.7%	7.9%	10.1%	12.0%	12.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.1%	3.8%	5.1%	5.1%	5.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	1.2%	1.1%	1.6%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.7%	92.2%	86.7%	87.7%	86.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.2%	6.5%	12.2%	10.6%	11.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: LAKE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.8	13.2	13.9	12.5	12.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.2	15.4	16.2	14.4	14.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	4	-7	6	-1	-	-	-	-	-
% Change in Educators	-6.0%	5.1%	-8.4%	7.9%	-1.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	-75	-40	-31	-39	-	-	-	-	-
% Change in Enrollment:	-1.8%	-6.4%	-3.7%	-2.9%	-3.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.5%	2.4%	2.6%	2.4%	12.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	4.8%	5.3%	4.9%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	9.6%	9.2%	8.5%	8.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.6%	6.3%	5.6%	6.4%	5.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	25.0%	25.0%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.3	43.0	43.2	43.1	43.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.0	13.5	14.1	14.1	14.6	13.8	13.7	13.7	13.4	13.3
Average Salary	30,037	30,072	31,569	32,548	31,930	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.2%	6.0%	4.9%	6.0%	4.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.8%	83.1%	83.1%	83.1%	82.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.9%	5.6%	7.7%	7.0%	5.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	28.6%	na	27.9%	29.8%	31.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	1.5%	1.3%	1.0%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

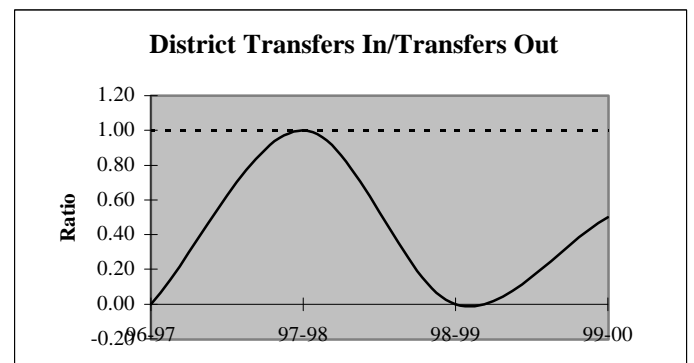
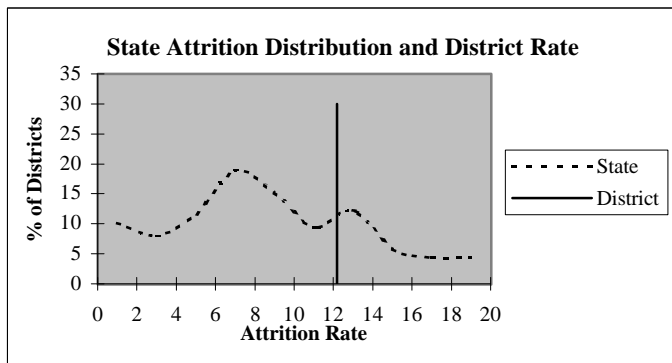
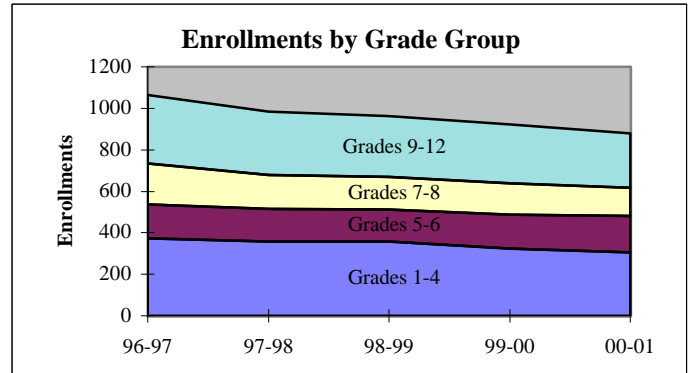
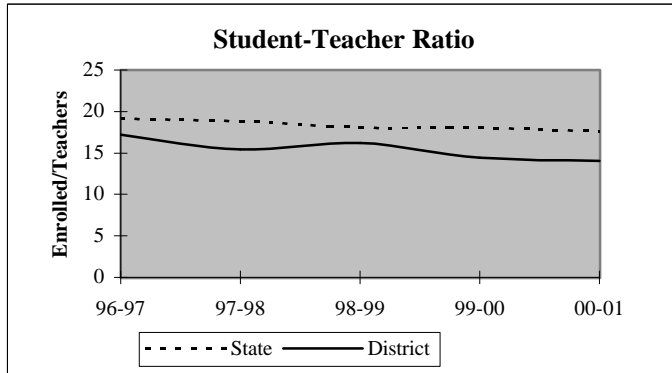
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	79	83	76	82	81	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	78	73	76	72	97.5%	94.0%	96.1%	92.7%	88.9%
Newly Hired	2	5	3	6	9	2.5%	6.0%	3.9%	7.3%	11.1%
Transfers In	0	2	2	2	1	0.0%	40.0%	66.7%	33.3%	11.1%
Reentrants	1	1	1	2	4	50.0%	20.0%	33.3%	33.3%	44.4%
First Time Educators	1	2	0	2	4	50.0%	40.0%	0.0%	33.3%	44.4%
Total Exiting Next Year	1	10	0	10	-	1.3%	12.0%	0.0%	12.2%	-
Transfers Out	1	2	0	4	-	100.0%	20.0%	0.0%	40.0%	-
Leave Tennessee Educ.	0	8	0	6	-	0.0%	80.0%	0.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	1.3%	12.0%	0.0%	12.2%	-
Transfers In/Out	0.00	1.00	nc	0.50	-

District Report for: LAKE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	79	83	76	82	81	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	4	4	3.8%	4.8%	5.3%	4.9%	4.9%
Professional Staff	8	8	7	7	7	10.1%	9.6%	9.2%	8.5%	8.6%
Total Teachers	68	71	65	71	70	86.1%	85.5%	85.5%	86.6%	86.4%
Special Education	4	4	5	5	4	5.9%	5.6%	7.7%	7.0%	5.7%
Pre-K & Kindergarten	6	6	6	7	8	8.8%	8.5%	9.2%	9.9%	11.4%
Elementary (1-4)	28	28	27	28	27	41.2%	39.4%	41.5%	39.4%	38.6%
Middle School (5-6)	8	9	7	7	8	11.8%	12.7%	10.8%	9.9%	11.4%
Jr. High (7-8)	8	8	6	8	7	11.8%	11.3%	9.2%	11.3%	10.0%
High School (9-12)	14	16	14	16	16	20.6%	22.5%	21.5%	22.5%	22.9%
Business	1	1	1	1	1	7.1%	6.3%	7.1%	6.3%	6.3%
Language Arts	3	3	3	3	3	21.4%	18.8%	21.4%	18.8%	18.8%
Social Studies	1	1	0	1	1	7.1%	6.3%	0.0%	6.3%	6.3%
Foreign Language	1	1	1	1	1	7.1%	6.3%	7.1%	6.3%	6.3%
Mathematics	2	2	2	2	2	14.3%	12.5%	14.3%	12.5%	12.5%
Science	2	3	2	2	2	14.3%	18.8%	14.3%	12.5%	12.5%
Vocational Education	3	3	3	3	3	21.4%	18.8%	21.4%	18.8%	18.8%
Other High School	1	2	2	3	3	7.1%	12.5%	14.3%	18.8%	18.8%

Total Enrollments	1,168	1,093	1,053	1,022	983	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	88	93	75	91	93	7.5%	8.5%	7.1%	8.9%	9.5%
Grades 1-4	374	358	359	323	304	32.0%	32.8%	34.1%	31.6%	30.9%
Grades 5-6	164	156	153	165	176	14.0%	14.3%	14.5%	16.1%	17.9%
Grades 7-8	196	166	156	150	138	16.8%	15.2%	14.8%	14.7%	14.0%
Grades 9-12	329	304	294	283	262	28.2%	27.8%	27.9%	27.7%	26.7%
Ungraded	17	16	16	10	10	1.5%	1.5%	1.5%	1.0%	1.0%



District Report for: LAKE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	4	4	4	4	3.9%	5.1%	5.6%	5.1%	5.3%
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	100.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	8	7	7	7	10.5%	10.1%	9.7%	9.0%	9.2%
White - Females	5	5	4	4	4	62.5%	62.5%	57.1%	57.1%	57.1%
White - Males	2	2	2	2	2	25.0%	25.0%	28.6%	28.6%	28.6%
Black - Females	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	65	67	61	67	65	85.5%	84.8%	84.7%	85.9%	85.5%
White - Females	51	53	49	53	52	78.5%	79.1%	80.3%	79.1%	80.0%
White - Males	10	10	9	10	10	15.4%	14.9%	14.8%	14.9%	15.4%
Black - Females	4	4	3	4	3	6.2%	6.0%	4.9%	6.0%	4.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	0	2	2	0.0%	1.5%	0.0%	3.1%	3.3%
25-29	9	9	5	4	5	14.1%	13.8%	8.6%	6.3%	8.2%
30-34	6	5	6	8	6	9.4%	7.7%	10.3%	12.5%	9.8%
35-39	10	9	10	9	7	15.6%	13.8%	17.2%	14.1%	11.5%
40-45	10	12	11	13	10	15.6%	18.5%	19.0%	20.3%	16.4%
45-49	12	10	11	7	7	18.8%	15.4%	19.0%	10.9%	11.5%
50-54	10	12	11	15	17	15.6%	18.5%	19.0%	23.4%	27.9%
55+	7	7	4	6	7	10.9%	10.8%	6.9%	9.4%	11.5%
Average Age	42.3	43.0	43.2	43.1	43.9					

Experience Distribution

Teachers by Experience

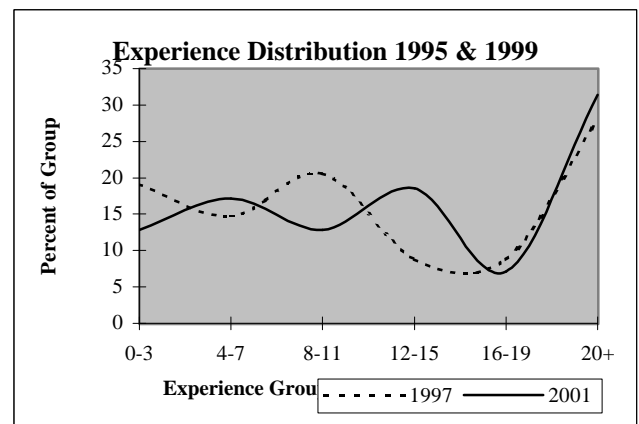
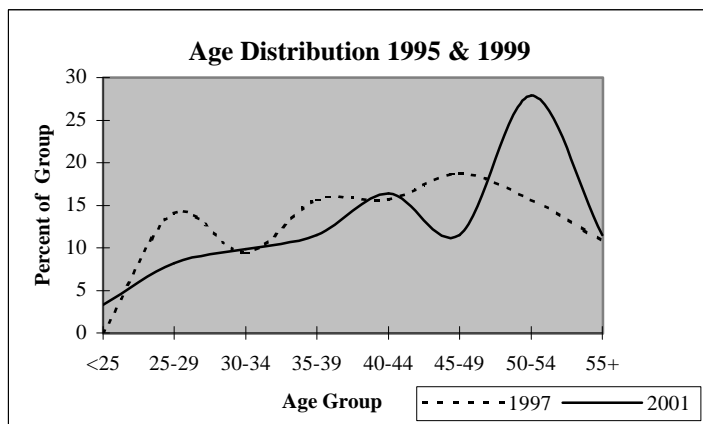
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	13	13	9	8	9	19.1%	18.3%	13.8%	11.3%	12.9%
4-7 Years	10	10	10	14	12	14.7%	14.1%	15.4%	19.7%	17.1%
8-11 Years	14	13	10	11	9	20.6%	18.3%	15.4%	15.5%	12.9%
12-15 Years	6	10	12	11	13	8.8%	14.1%	18.5%	15.5%	18.6%
16-19 Years	6	4	6	6	5	8.8%	5.6%	9.2%	8.5%	7.1%
20+ Years	19	21	18	21	22	27.9%	29.6%	27.7%	29.6%	31.4%
Average Experience	13.0	13.5	14.1	14.1	14.6					

District Report for: LAKE COUNTY

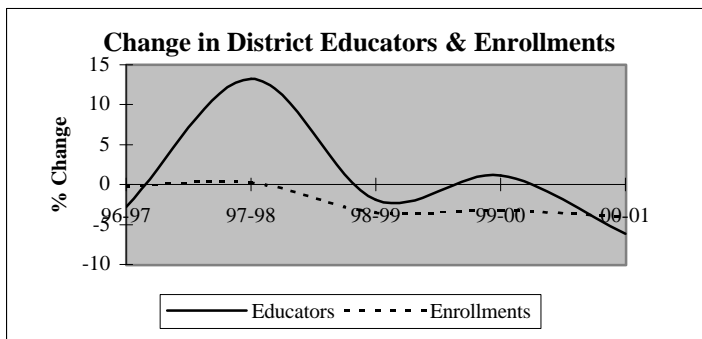
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	1	10	0	10	-	1.3%	12.0%	0.0%	12.2%	-
Attrition from Transfers	1	2	0	4	-	1.3%	2.4%	0.0%	4.9%	-
Attrition from Exits	0	8	0	6	-	0.0%	9.6%	0.0%	7.3%	-
Teacher Attrition	1	9	0	9	-	1.5%	12.7%	0.0%	12.7%	-
Attrition from Transfers	1	2	0	4	-	1.5%	2.8%	0.0%	5.6%	-
Attrition from Exits	0	7	0	5	-	0.0%	9.9%	0.0%	7.0%	-
District Retention										
Educator Retention	78	73	76	72	-	98.7%	88.0%	100.0%	87.8%	-
Teacher Retention	67	62	65	62	-	98.5%	87.3%	100.0%	87.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	25.0%	8.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.9%	7.1%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.5%	10.5%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.5%	0.0%	12.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	0.0%	7.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.0%	11.6%	13.3%	16.5%	17.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	5.8%	7.8%	7.1%	8.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.2%	0.0%	3.7%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	97.5%	95.2%	98.7%	91.5%	90.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.5%	3.6%	1.3%	4.9%	9.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: LAUDERDALE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.7	14.8	14.5	13.9	14.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.3	16.9	16.7	16.0	16.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-9	42	-7	4	-22	-	-	-	-	-
% Change in Educators	-2.8%	13.2%	-1.9%	1.1%	-6.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-14	12	-185	-163	-204	-	-	-	-	-
% Change in Enrollment	-0.3%	0.2%	-3.5%	-3.2%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.3%	5.0%	5.1%	5.0%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	7.5%	7.9%	7.8%	8.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	13.2%	11.7%	10.7%	10.4%	10.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	12.5%	11.8%	17.6%	17.6%	18.8%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	41.2%	38.9%	38.9%	44.4%	41.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.8	42.2	42.1	41.4	42.5	43.3	43.5	43.6	43.7	43.9
Average Experience	12.2	11.6	11.5	11.1	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,965	29,794	30,740	33,209	32,860	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	12.5%	11.0%	9.9%	9.6%	9.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.5%	79.4%	78.2%	78.5%	77.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.2%	11.4%	11.7%	13.2%	12.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	40.2%	na	43.7%	44.0%	44.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	2.3%	1.9%	1.9%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

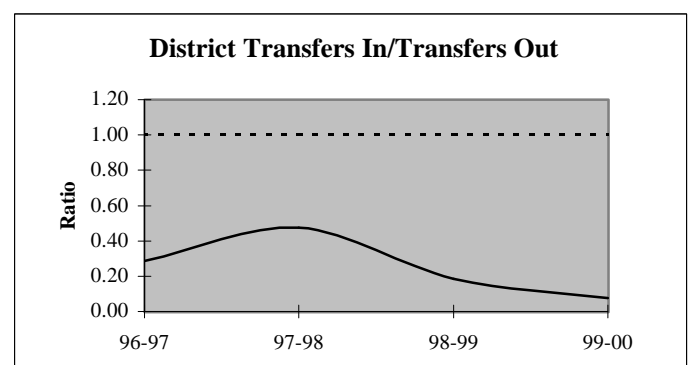
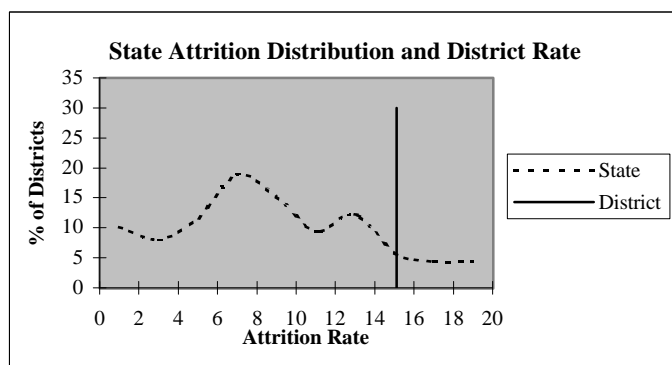
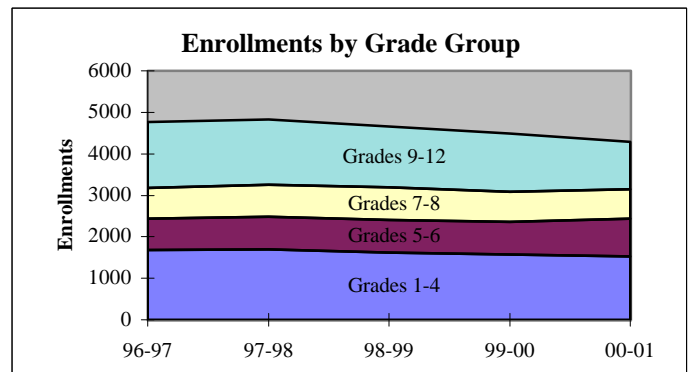
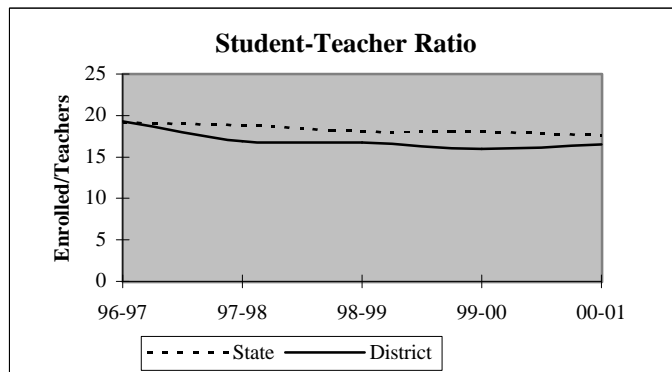
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	318	360	353	357	335	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	282	289	308	299	303	88.7%	80.3%	87.3%	83.8%	90.4%
Newly Hired	36	71	45	58	32	11.3%	19.7%	12.7%	16.2%	9.6%
Transfers In	6	10	5	1	4	16.7%	14.1%	11.1%	1.7%	12.5%
Reentrants	8	16	12	19	7	22.2%	22.5%	26.7%	32.8%	21.9%
First Time Educators	22	45	28	38	21	61.1%	63.4%	62.2%	65.5%	65.6%
Total Exiting Next Year	29	52	54	54	-	9.1%	14.4%	15.3%	15.1%	-
Transfers Out	21	21	27	13	-	72.4%	40.4%	50.0%	24.1%	-
Leave Tennessee Educ.	8	31	27	41	-	27.6%	59.6%	50.0%	75.9%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	14.4%	15.3%	15.1%	-
Transfers In/Out	0.29	0.48	0.19	0.08	-

District Report for: LAUDERDALE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	318	360	353	357	335	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	18	18	17	5.3%	5.0%	5.1%	5.0%	5.1%
Professional Staff	26	27	28	28	29	8.2%	7.5%	7.9%	7.8%	8.7%
Total Teachers	275	315	307	311	289	86.5%	87.5%	87.0%	87.1%	86.3%
Special Education	28	36	36	41	36	10.2%	11.4%	11.7%	13.2%	12.5%
Pre-K & Kindergarten	19	21	18	20	22	6.9%	6.7%	5.9%	6.4%	7.6%
Elementary (1-4)	97	117	116	113	98	35.3%	37.1%	37.8%	36.3%	33.9%
Middle School (5-6)	29	33	31	31	33	10.5%	10.5%	10.1%	10.0%	11.4%
Jr. High (7-8)	27	27	28	29	30	9.8%	8.6%	9.1%	9.3%	10.4%
High School (9-12)	75	81	78	77	70	27.3%	25.7%	25.4%	24.8%	24.2%
Business	3	2	2	2	1	4.0%	2.5%	2.6%	2.6%	1.4%
Language Arts	11	9	10	10	10	14.7%	11.1%	12.8%	13.0%	14.3%
Social Studies	8	7	6	8	7	10.7%	8.6%	7.7%	10.4%	10.0%
Foreign Language	3	2	2	2	2	4.0%	2.5%	2.6%	2.6%	2.9%
Mathematics	9	6	8	10	9	12.0%	7.4%	10.3%	13.0%	12.9%
Science	9	7	8	8	7	12.0%	8.6%	10.3%	10.4%	10.0%
Vocational Education	14	20	18	18	17	18.7%	24.7%	23.1%	23.4%	24.3%
Other High School	18	28	24	19	17	24.0%	34.6%	30.8%	24.7%	24.3%

Total Enrollments	5,308	5,320	5,135	4,972	4,768	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	441	368	373	391	376	8.3%	6.9%	7.3%	7.9%	7.9%
Grades 1-4	1,681	1,701	1,614	1,575	1,526	31.7%	32.0%	31.4%	31.7%	32.0%
Grades 5-6	755	776	788	790	912	14.2%	14.6%	15.3%	15.9%	19.1%
Grades 7-8	745	784	797	716	708	14.0%	14.7%	15.5%	14.4%	14.8%
Grades 9-12	1,581	1,570	1,462	1,404	1,149	29.8%	29.5%	28.5%	28.2%	24.1%
Ungraded	105	121	101	96	97	2.0%	2.3%	2.0%	1.9%	2.0%



District Report for: LAUDERDALE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	17	17	17	16	5.3%	5.1%	5.2%	5.1%	5.0%
White - Females	5	5	5	6	5	31.3%	29.4%	29.4%	35.3%	31.3%
White - Males	9	10	9	8	8	56.3%	58.8%	52.9%	47.1%	50.0%
Black - Females	2	2	2	2	2	12.5%	11.8%	11.8%	11.8%	12.5%
Black - Males	0	0	1	1	1	0.0%	0.0%	5.9%	5.9%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	26	27	27	28	7.9%	7.8%	8.3%	8.1%	8.8%
White - Females	17	18	20	20	21	70.8%	69.2%	74.1%	74.1%	75.0%
White - Males	2	3	3	3	3	8.3%	11.5%	11.1%	11.1%	10.7%
Black - Females	5	5	4	4	4	20.8%	19.2%	14.8%	14.8%	14.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	264	290	283	291	274	86.8%	87.1%	86.5%	86.9%	86.2%
White - Females	188	209	201	208	193	71.2%	72.1%	71.0%	71.5%	70.4%
White - Males	43	49	54	55	54	16.3%	16.9%	19.1%	18.9%	19.7%
Black - Females	24	24	22	22	21	9.1%	8.3%	7.8%	7.6%	7.7%
Black - Males	8	8	6	6	6	3.0%	2.8%	2.1%	2.1%	2.2%
Other - Females	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	5	8	8	7	1.7%	2.0%	3.5%	3.4%	3.2%
25-29	32	35	32	36	27	13.8%	14.3%	13.9%	15.3%	12.2%
30-34	27	26	25	30	28	11.6%	10.6%	10.8%	12.8%	12.6%
35-39	28	28	26	30	29	12.1%	11.4%	11.3%	12.8%	13.1%
40-45	42	40	35	26	24	18.1%	16.3%	15.2%	11.1%	10.8%
45-49	40	41	37	34	31	17.2%	16.7%	16.0%	14.5%	14.0%
50-54	38	45	44	50	47	16.4%	18.4%	19.0%	21.3%	21.2%
55+	21	25	24	21	29	9.1%	10.2%	10.4%	8.9%	13.1%
Average Age	41.8	42.2	42.1	41.4	42.5					

Experience Distribution

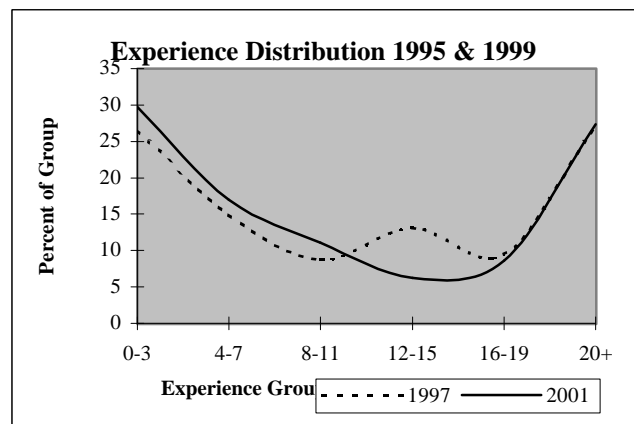
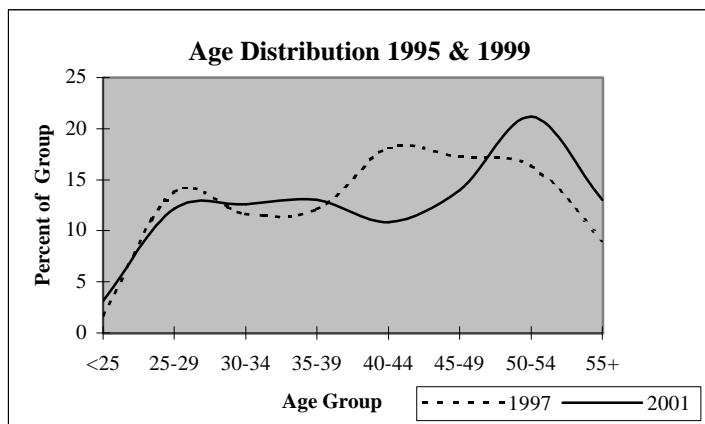
Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	73	100	92	108	86	26.5%	31.7%	30.0%	34.7%	29.8%
4-7 Years	41	49	57	52	49	14.9%	15.6%	18.6%	16.7%	17.0%
8-11 Years	24	24	23	25	32	8.7%	7.6%	7.5%	8.0%	11.1%
12-15 Years	36	34	29	23	18	13.1%	10.8%	9.4%	7.4%	6.2%
16-19 Years	26	22	21	23	25	9.5%	7.0%	6.8%	7.4%	8.7%
20+ Years	75	86	85	80	79	27.3%	27.3%	27.7%	25.7%	27.3%
Average Experience	12.2	11.6	11.5	11.1	11.9					

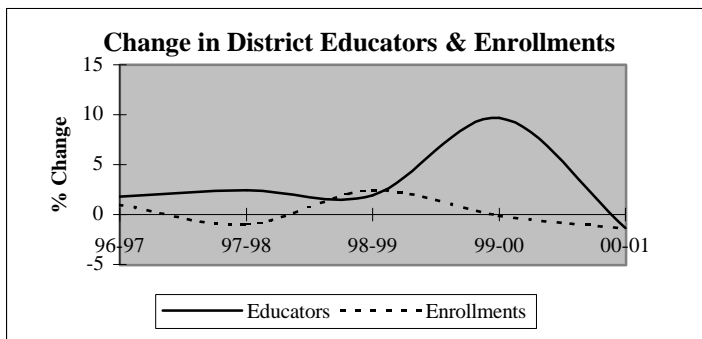
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	29	52	54	54	-	9.1%	14.4%	15.3%	15.1%	-
Attrition from Transfers	21	21	27	13	-	6.6%	5.8%	7.6%	3.6%	-
Attrition from Exits	8	31	27	41	-	2.5%	8.6%	7.6%	11.5%	-
Teacher Attrition	28	48	52	53	-	10.2%	15.2%	16.9%	17.0%	-
Attrition from Transfers	20	21	26	13	-	7.3%	6.7%	8.5%	4.2%	-
Attrition from Exits	8	27	26	40	-	2.9%	8.6%	8.5%	12.9%	-
District Retention										
Educator Retention	289	308	299	303	-	90.9%	85.6%	84.7%	84.9%	-
Teacher Retention	247	267	255	258	-	89.8%	84.8%	83.1%	83.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	68.0%	11.2%	20.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.1%	13.2%	8.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	82.6%	7.6%	9.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	82.7%	9.9%	7.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	75.7%	10.0%	14.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	83.1%	4.2%	12.7%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	13.4%	21.2%	23.8%	25.7%	21.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.2%	14.6%	17.1%	14.2%	11.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.3%	0.3%	1.7%	0.8%	1.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	81.9%	85.8%	83.2%	89.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.6%	0.3%	0.6%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.4%	17.5%	11.9%	16.0%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: LAWRENCE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.9	15.4	15.4	14.1	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.4	17.6	17.9	16.1	15.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	11	9	46	-7	-	-	-	-	-
% Change in Educators	1.8%	2.4%	1.9%	9.7%	-1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	67	-73	174	-10	-103	-	-	-	-	-
% Change in Enrollment:	0.9%	-1.0%	2.4%	-0.1%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.6%	4.1%	4.0%	3.8%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.0%	8.4%	9.7%	8.6%	8.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	1.1%	1.1%	1.0%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	5.3%	5.3%	5.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	9.5%	5.3%	5.3%	10.0%	21.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.5	43.7	43.7	44.0	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	14.6	14.7	14.4	14.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,222	30,427	31,260	33,061	32,447	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	1.1%	1.0%	0.9%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.6%	74.6%	76.6%	75.7%	74.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.9%	7.6%	8.0%	7.7%	7.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.6%	na	2.8%	3.1%	3.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	1.1%	0.9%	0.8%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

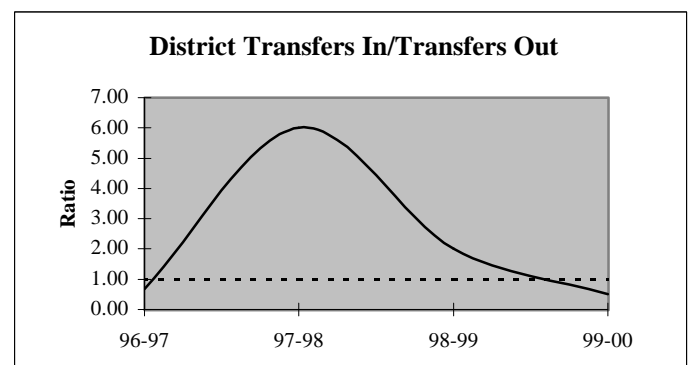
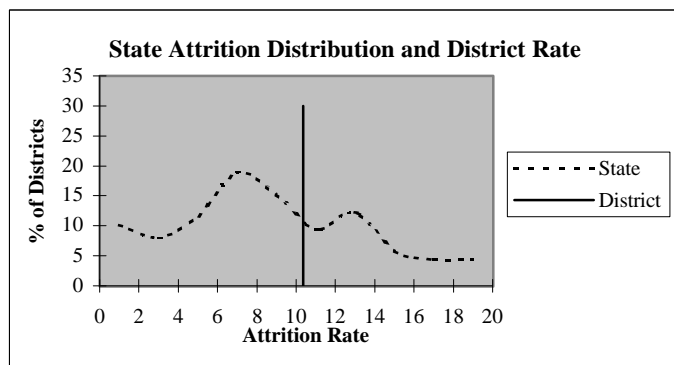
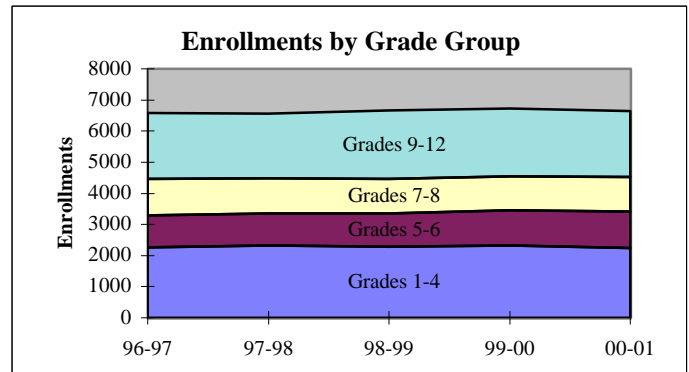
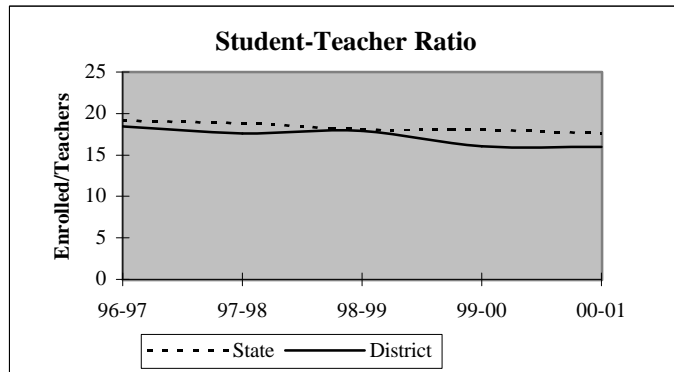
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	456	467	476	522	515	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	425	436	441	466	468	93.2%	93.4%	92.6%	89.3%	90.9%
Newly Hired	31	31	35	56	47	6.8%	6.6%	7.4%	10.7%	9.1%
Transfers In	4	6	2	7	2	12.9%	19.4%	5.7%	12.5%	4.3%
Reentrants	7	6	9	13	12	22.6%	19.4%	25.7%	23.2%	25.5%
First Time Educators	20	19	24	36	33	64.5%	61.3%	68.6%	64.3%	70.2%
Total Exiting Next Year	20	26	10	54	-	4.4%	5.6%	2.1%	10.3%	-
Transfers Out	6	1	1	14	-	30.0%	3.8%	10.0%	25.9%	-
Leave Tennessee Educ.	14	25	9	40	-	70.0%	96.2%	90.0%	74.1%	-

Dynamics Rates	District Rates				
District Attrition	4.4%	5.6%	2.1%	10.3%	-
Transfers In/Out	0.67	6.00	2.00	0.50	-

District Report for: LAWRENCE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	456	467	476	522	515	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	21	19	19	20	19	4.6%	4.1%	4.0%	3.8%	3.7%
Professional Staff	41	39	46	45	42	9.0%	8.4%	9.7%	8.6%	8.2%
Total Teachers	394	409	411	457	454	86.4%	87.6%	86.3%	87.5%	88.2%
Special Education	31	31	33	35	36	7.9%	7.6%	8.0%	7.7%	7.9%
Pre-K & Kindergarten	27	29	31	35	38	6.9%	7.1%	7.5%	7.7%	8.4%
Elementary (1-4)	130	137	139	155	151	33.0%	33.5%	33.8%	33.9%	33.3%
Middle School (5-6)	48	53	51	54	51	12.2%	13.0%	12.4%	11.8%	11.2%
Jr. High (7-8)	44	40	42	48	49	11.2%	9.8%	10.2%	10.5%	10.8%
High School (9-12)	114	119	115	130	129	28.9%	29.1%	28.0%	28.4%	28.4%
Business	3	3	3	5	5	2.6%	2.5%	2.6%	3.8%	3.9%
Language Arts	13	15	16	19	20	11.4%	12.6%	13.9%	14.6%	15.5%
Social Studies	10	12	11	13	15	8.8%	10.1%	9.6%	10.0%	11.6%
Foreign Language	6	6	6	6	5	5.3%	5.0%	5.2%	4.6%	3.9%
Mathematics	11	13	15	17	16	9.6%	10.9%	13.0%	13.1%	12.4%
Science	11	11	12	15	13	9.6%	9.2%	10.4%	11.5%	10.1%
Vocational Education	27	30	30	33	33	23.7%	25.2%	26.1%	25.4%	25.6%
Other High School	33	29	22	22	22	28.9%	24.4%	19.1%	16.9%	17.1%

Total Enrollments	7,253	7,180	7,354	7,344	7,241	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	599	545	606	562	539	8.3%	7.6%	8.2%	7.7%	7.4%
Grades 1-4	2,265	2,316	2,288	2,320	2,237	31.2%	32.3%	31.1%	31.6%	30.9%
Grades 5-6	1,033	1,037	1,066	1,137	1,171	14.2%	14.4%	14.5%	15.5%	16.2%
Grades 7-8	1,173	1,121	1,107	1,093	1,123	16.2%	15.6%	15.1%	14.9%	15.5%
Grades 9-12	2,119	2,085	2,208	2,170	2,117	29.2%	29.0%	30.0%	29.5%	29.2%
Ungraded	64	76	79	62	54	0.9%	1.1%	1.1%	0.8%	0.7%



District Report for: LAWRENCE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	21	19	19	20	19	4.8%	4.3%	4.2%	4.1%	4.0%
White - Females	2	1	1	2	4	9.5%	5.3%	5.3%	10.0%	21.1%
White - Males	18	17	17	17	15	85.7%	89.5%	89.5%	85.0%	78.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	4.8%	5.3%	5.3%	5.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	38	45	44	41	9.2%	8.7%	10.0%	9.0%	8.5%
White - Females	32	32	37	37	36	80.0%	84.2%	82.2%	84.1%	87.8%
White - Males	8	6	8	7	5	20.0%	15.8%	17.8%	15.9%	12.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	374	380	386	424	421	86.0%	87.0%	85.8%	86.9%	87.5%
White - Females	281	288	300	327	320	75.1%	75.8%	77.7%	77.1%	76.0%
White - Males	90	88	82	93	98	24.1%	23.2%	21.2%	21.9%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.2%	0.2%
Other - Females	2	3	3	3	2	0.5%	0.8%	0.8%	0.7%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	4	14	13	0.8%	1.1%	1.1%	3.7%	3.7%
25-29	39	41	33	30	32	11.0%	11.4%	9.3%	8.0%	9.1%
30-34	41	42	45	54	39	11.5%	11.7%	12.7%	14.4%	11.0%
35-39	35	31	34	33	35	9.9%	8.6%	9.6%	8.8%	9.9%
40-45	58	53	46	40	38	16.3%	14.7%	13.0%	10.7%	10.8%
45-49	81	82	83	82	69	22.8%	22.8%	23.5%	21.9%	19.5%
50-54	60	63	65	73	71	16.9%	17.5%	18.4%	19.5%	20.1%
55+	38	44	43	49	56	10.7%	12.2%	12.2%	13.1%	15.9%
Average Age	43.1	43.5	43.7	43.7	44.0					

Experience Distribution

Teachers by Experience

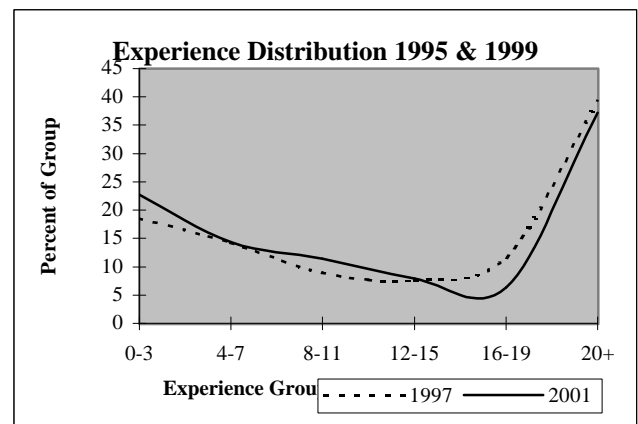
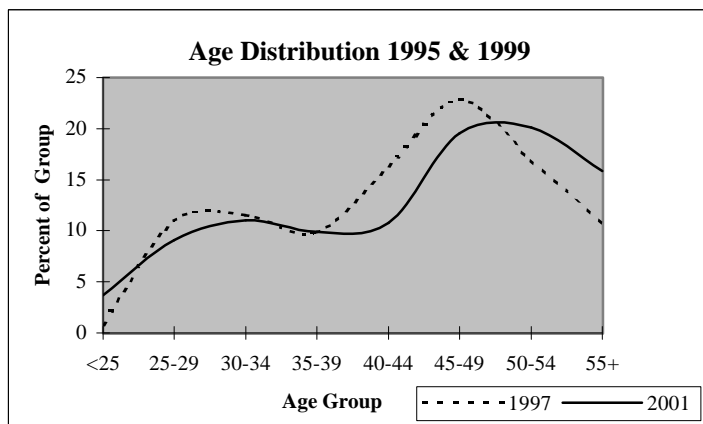
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	73	80	85	96	103	18.5%	19.6%	20.7%	21.0%	22.7%
4-7 Years	56	60	53	71	65	14.2%	14.7%	12.9%	15.5%	14.3%
8-11 Years	35	37	45	44	52	8.9%	9.0%	10.9%	9.6%	11.5%
12-15 Years	30	30	27	33	36	7.6%	7.3%	6.6%	7.2%	7.9%
16-19 Years	46	44	34	31	29	11.7%	10.8%	8.3%	6.8%	6.4%
20+ Years	154	158	167	182	169	39.1%	38.6%	40.6%	39.8%	37.2%
Average Experience	14.6	14.6	14.7	14.4	14.2					

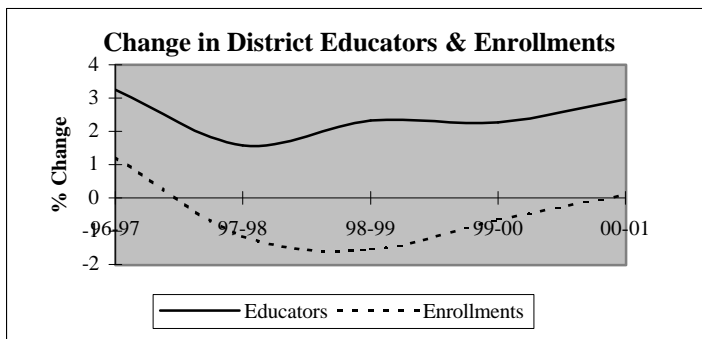
District Report for: LAWRENCE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	20	26	10	54	-	4.4%	5.6%	2.1%	10.3%	-
Attrition from Transfers	6	1	1	14	-	1.3%	0.2%	0.2%	2.7%	-
Attrition from Exits	14	25	9	40	-	3.1%	5.4%	1.9%	7.7%	-
Teacher Attrition	15	22	10	43	-	3.8%	5.4%	2.4%	9.4%	-
Attrition from Transfers	5	0	1	11	-	1.3%	0.0%	0.2%	2.4%	-
Attrition from Exits	10	22	9	32	-	2.5%	5.4%	2.2%	7.0%	-
District Retention										
Educator Retention	436	441	466	468	-	95.6%	94.4%	97.9%	89.7%	-
Teacher Retention	379	387	401	414	-	96.2%	94.6%	97.6%	90.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	93.2%	0.8%	6.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.9%	1.0%	9.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	4.5%	8.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.3%	0.0%	6.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.3%	0.0%	5.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.5%	0.0%	5.5%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.9%	11.5%	13.7%	16.6%	16.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.8%	6.7%	8.5%	7.8%	6.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.3%	1.1%	1.0%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.6%	92.9%	91.8%	89.5%	89.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.4%	0.2%	0.0%	0.6%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.9%	5.4%	6.9%	9.6%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.3	15.9	15.3	14.8	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.4	18.6	18.0	17.1	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	2	3	3	4	-	-	-	-	-
% Change in Educators	3.3%	1.6%	2.3%	2.3%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	25	-24	-32	-13	2	-	-	-	-	-
% Change in Enrollment:	1.2%	-1.2%	-1.6%	-0.6%	0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	0.8%	0.8%	1.5%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.5%	5.4%	5.3%	5.2%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	9.3%	9.8%	8.1%	7.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.4%	2.4%	2.4%	2.3%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	28.6%	14.3%	14.3%	28.6%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.5	41.0	39.9	39.9	41.1	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.6	11.0	11.0	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,041	28,569	29,804	31,713	31,838	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.9%	1.9%	1.9%	1.8%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.8%	75.5%	72.3%	71.8%	70.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.1%	11.8%	12.5%	13.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.8%	na	2.5%	3.0%	3.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.9%	0.7%	0.9%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

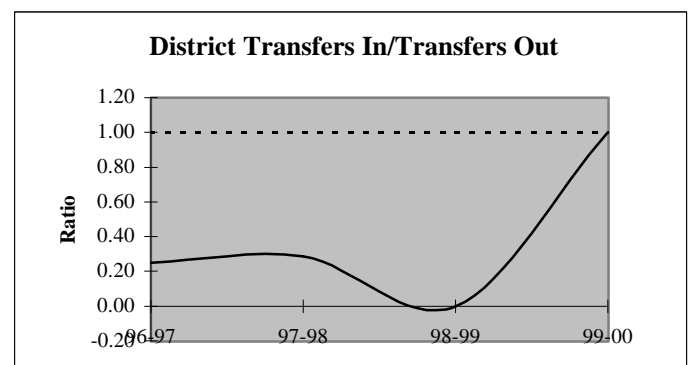
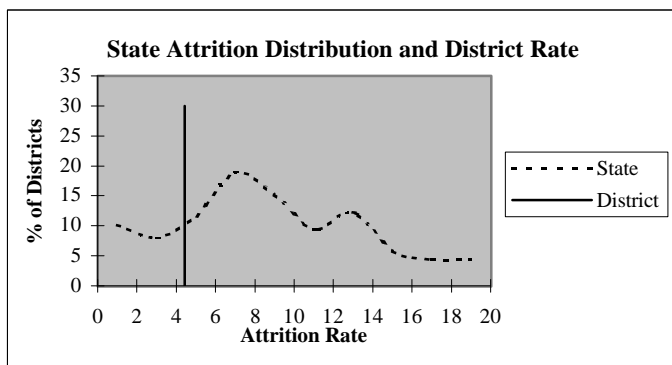
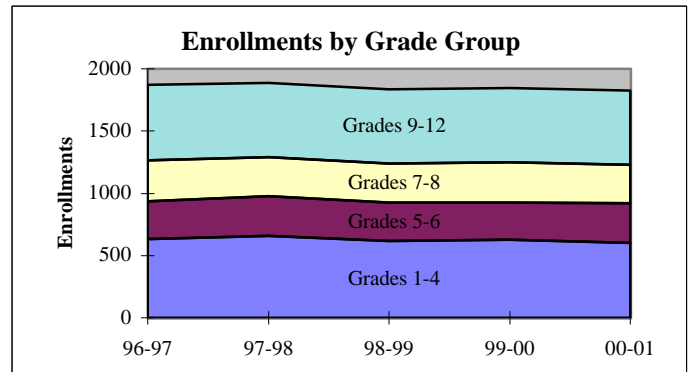
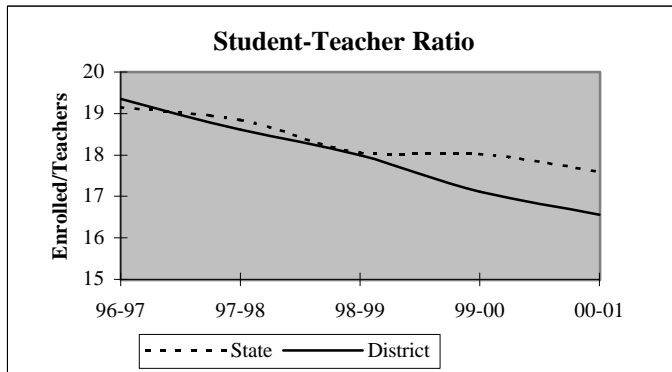
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	127	129	132	135	139	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	118	118	115	119	129	92.9%	91.5%	87.1%	88.1%	92.8%
Newly Hired	9	11	17	16	10	7.1%	8.5%	12.9%	11.9%	7.2%
Transfers In	1	2	0	3	1	11.1%	18.2%	0.0%	18.8%	10.0%
Reentrants	2	2	3	5	6	22.2%	18.2%	17.6%	31.3%	60.0%
First Time Educators	6	7	14	8	3	66.7%	63.6%	82.4%	50.0%	30.0%
Total Exiting Next Year	9	14	13	6	-	7.1%	10.9%	9.8%	4.4%	-
Transfers Out	4	7	4	3	-	44.4%	50.0%	30.8%	50.0%	-
Leave Tennessee Educ.	5	7	9	3	-	55.6%	50.0%	69.2%	50.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	7.1%	10.9%	9.8%	4.4%	-
Transfers In/Out	0.25	0.29	0.00	1.00	-

District Report for: LEWIS COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	127	129	132	135	139	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	7	5.5%	5.4%	5.3%	5.2%	5.0%
Professional Staff	13	12	13	11	11	10.2%	9.3%	9.8%	8.1%	7.9%
Total Teachers	107	110	112	117	121	84.3%	85.3%	84.8%	86.7%	87.1%
Special Education	14	13	14	16	17	13.1%	11.8%	12.5%	13.7%	14.0%
Pre-K & Kindergarten	8	8	8	7	8	7.5%	7.3%	7.1%	6.0%	6.6%
Elementary (1-4)	34	36	37	38	38	31.8%	32.7%	33.0%	32.5%	31.4%
Middle School (5-6)	11	12	11	13	13	10.3%	10.9%	9.8%	11.1%	10.7%
Jr. High (7-8)	12	12	12	12	12	11.2%	10.9%	10.7%	10.3%	9.9%
High School (9-12)	28	29	30	31	33	26.2%	26.4%	26.8%	26.5%	27.3%
Business	1	1	1	0	1	3.6%	3.4%	3.3%	0.0%	3.0%
Language Arts	4	3	4	4	5	14.3%	10.3%	13.3%	12.9%	15.2%
Social Studies	5	2	2	5	5	17.9%	6.9%	6.7%	16.1%	15.2%
Foreign Language	1	1	1	1	1	3.6%	3.4%	3.3%	3.2%	3.0%
Mathematics	4	3	3	4	4	14.3%	10.3%	10.0%	12.9%	12.1%
Science	3	2	3	4	3	10.7%	6.9%	10.0%	12.9%	9.1%
Vocational Education	4	2	2	3	2	14.3%	6.9%	6.7%	9.7%	6.1%
Other High School	6	15	14	10	12	21.4%	51.7%	46.7%	32.3%	36.4%

Total Enrollments	2,071	2,047	2,015	2,002	2,004	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	184	142	159	137	160	8.9%	6.9%	7.9%	6.8%	8.0%
Grades 1-4	633	657	618	628	604	30.6%	32.1%	30.7%	31.4%	30.1%
Grades 5-6	305	322	305	296	318	14.7%	15.7%	15.1%	14.8%	15.9%
Grades 7-8	329	311	318	326	307	15.9%	15.2%	15.8%	16.3%	15.3%
Grades 9-12	605	596	596	597	597	29.2%	29.1%	29.6%	29.8%	29.8%
Ungraded	15	19	19	18	18	0.7%	0.9%	0.9%	0.9%	0.9%



District Report for: LEWIS COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	7	7	7	7	5.6%	5.5%	5.5%	5.4%	5.2%
White - Females	2	1	1	2	2	28.6%	14.3%	14.3%	28.6%	28.6%
White - Males	5	6	6	5	5	71.4%	85.7%	85.7%	71.4%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	12	12	10	10	9.7%	9.4%	9.4%	7.7%	7.5%
White - Females	7	7	7	7	7	58.3%	58.3%	58.3%	70.0%	70.0%
White - Males	4	4	4	2	2	33.3%	33.3%	33.3%	20.0%	20.0%
Black - Females	1	1	1	1	1	8.3%	8.3%	8.3%	10.0%	10.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	105	108	108	113	117	84.7%	85.0%	85.0%	86.9%	87.3%
White - Females	75	79	76	79	80	71.4%	73.1%	70.4%	69.9%	68.4%
White - Males	28	27	30	32	35	26.7%	25.0%	27.8%	28.3%	29.9%
Black - Females	2	2	2	2	2	1.9%	1.9%	1.9%	1.8%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	2	2	1	0.0%	0.0%	2.0%	1.9%	1.0%
25-29	18	17	17	17	17	18.4%	17.5%	17.2%	16.5%	16.3%
30-34	16	15	15	17	18	16.3%	15.5%	15.2%	16.5%	17.3%
35-39	11	13	16	16	11	11.2%	13.4%	16.2%	15.5%	10.6%
40-45	16	13	12	14	16	16.3%	13.4%	12.1%	13.6%	15.4%
45-49	20	20	21	20	17	20.4%	20.6%	21.2%	19.4%	16.3%
50-54	8	9	8	9	14	8.2%	9.3%	8.1%	8.7%	13.5%
55+	9	10	8	8	10	9.2%	10.3%	8.1%	7.8%	9.6%
Average Age	40.5	41.0	39.9	39.9	41.1					

Experience Distribution

Teachers by Experience

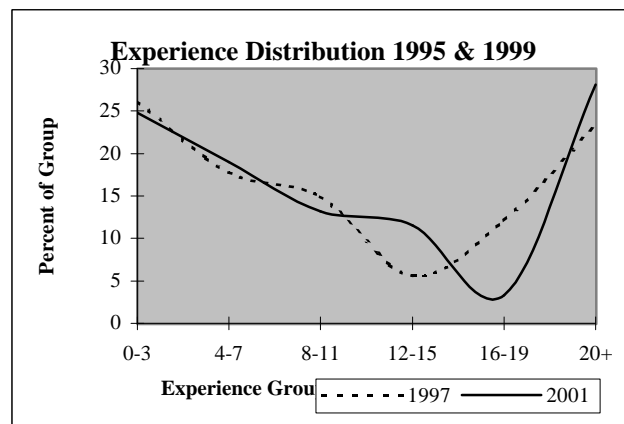
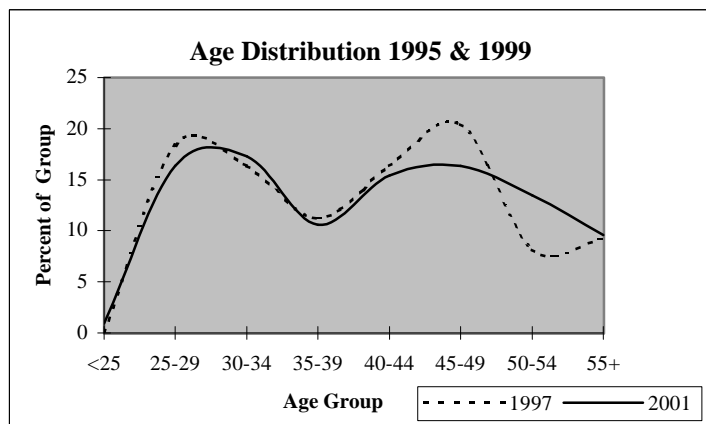
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	28	24	24	32	30	26.2%	21.8%	21.4%	27.4%	24.8%
4-7 Years	19	22	24	21	23	17.8%	20.0%	21.4%	17.9%	19.0%
8-11 Years	16	20	23	19	16	15.0%	18.2%	20.5%	16.2%	13.2%
12-15 Years	6	8	9	11	14	5.6%	7.3%	8.0%	9.4%	11.6%
16-19 Years	13	10	5	6	4	12.1%	9.1%	4.5%	5.1%	3.3%
20+ Years	25	26	27	28	34	23.4%	23.6%	24.1%	23.9%	28.1%
Average Experience	11.7	11.6	11.0	11.0	12.2					

District Report for: LEWIS COUNTY

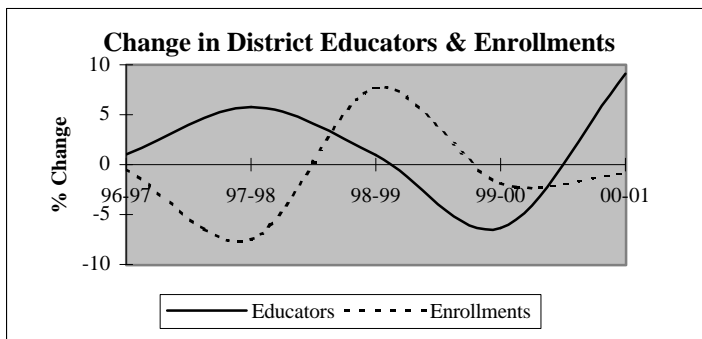
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	14	13	6	-	7.1%	10.9%	9.8%	4.4%	-
Attrition from Transfers	4	7	4	3	-	3.1%	5.4%	3.0%	2.2%	-
Attrition from Exits	5	7	9	3	-	3.9%	5.4%	6.8%	2.2%	-
Teacher Attrition	7	12	11	6	-	6.5%	10.9%	9.8%	5.1%	-
Attrition from Transfers	3	7	3	3	-	2.8%	6.4%	2.7%	2.6%	-
Attrition from Exits	4	5	8	3	-	3.7%	4.5%	7.1%	2.6%	-
District Retention										
Educator Retention	118	115	119	129	-	92.9%	89.1%	90.2%	95.6%	-
Teacher Retention	100	98	101	111	-	93.5%	89.1%	90.2%	94.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	79.5%	12.8%	7.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	91.7%	2.8%	5.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	96.7%	0.0%	3.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.5%	3.2%	3.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	92.9%	3.6%	3.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	96.6%	0.0%	3.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	6.8%	8.4%	17.3%	21.2%	22.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	6.3%	13.5%	14.6%	13.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.8%	1.6%	1.5%	1.5%	0.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.5%	84.8%	88.9%	92.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.8%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	7.0%	12.9%	9.6%	6.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: LINCOLN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.4	13.5	14.4	15.1	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.9	16.1	17.1	18.2	16.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	17	3	-20	27	-	-	-	-	-
% Change in Educators	1.0%	5.7%	1.0%	-6.3%	9.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-21	-343	326	-84	-37	-	-	-	-	-
% Change in Enrollment:	-0.5%	-7.5%	7.7%	-1.8%	-0.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.3%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	5.4%	5.7%	6.1%	5.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.5%	10.5%	9.8%	10.8%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.2%	2.4%	2.4%	2.6%	3.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	12.5%	11.8%	17.6%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	16.7%	47.1%	50.0%	38.9%	42.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.5	43.8	43.9	44.1	43.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.4	14.4	14.3	14.4	14.0	13.8	13.7	13.7	13.4	13.3
Average Salary	29,868	29,897	31,201	32,725	31,785	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.9%	1.6%	1.2%	0.9%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	79.5%	78.7%	80.5%	79.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.3%	10.6%	10.1%	9.3%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.9%	na	6.5%	6.8%	6.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.7%	0.3%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

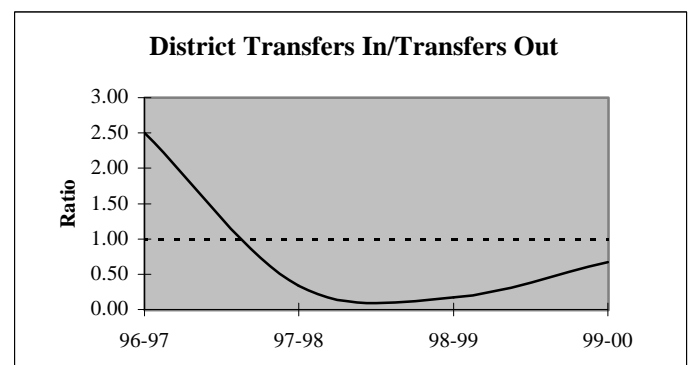
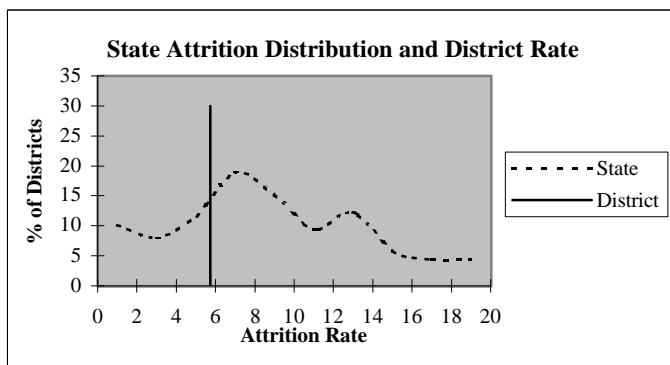
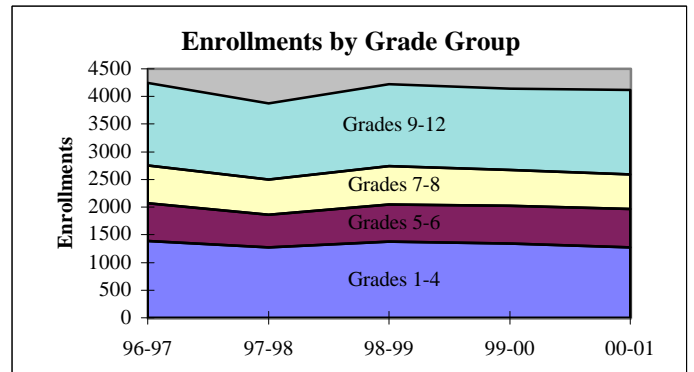
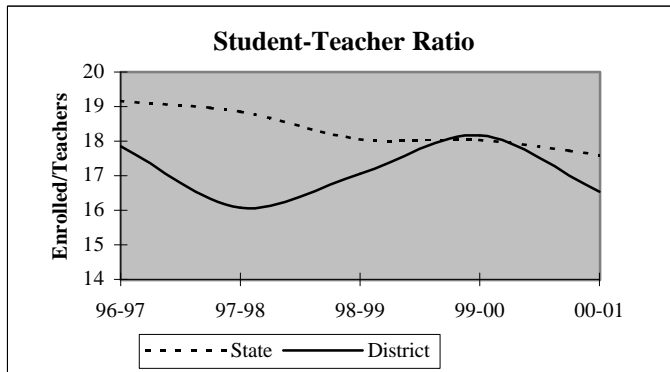
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	296	313	316	296	323	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	277	280	276	268	279	93.6%	89.5%	87.3%	90.5%	86.4%
Newly Hired	19	33	40	28	44	6.4%	10.5%	12.7%	9.5%	13.6%
Transfers In	5	3	3	2	4	26.3%	9.1%	7.5%	7.1%	9.1%
Reentrants	6	13	14	12	15	31.6%	39.4%	35.0%	42.9%	34.1%
First Time Educators	8	17	23	14	25	42.1%	51.5%	57.5%	50.0%	56.8%
Total Exiting Next Year	16	37	48	17	-	5.4%	11.8%	15.2%	5.7%	-
Transfers Out	2	9	17	3	-	12.5%	24.3%	35.4%	17.6%	-
Leave Tennessee Educ.	14	28	31	14	-	87.5%	75.7%	64.6%	82.4%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.4%	11.8%	15.2%	5.7%	-
Transfers In/Out	2.50	0.33	0.18	0.67	-

District Report for: LINCOLN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	296	313	316	296	323	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	17	18	18	19	4.1%	5.4%	5.7%	6.1%	5.9%
Professional Staff	28	33	31	32	36	9.5%	10.5%	9.8%	10.8%	11.1%
Total Teachers	256	263	267	246	268	86.5%	84.0%	84.5%	83.1%	83.0%
Special Education	29	28	27	23	25	11.3%	10.6%	10.1%	9.3%	9.3%
Pre-K & Kindergarten	18	21	20	18	17	7.0%	8.0%	7.5%	7.3%	6.3%
Elementary (1-4)	80	83	84	79	89	31.3%	31.6%	31.5%	32.1%	33.2%
Middle School (5-6)	29	32	31	31	33	11.3%	12.2%	11.6%	12.6%	12.3%
Jr. High (7-8)	43	34	36	36	38	16.8%	12.9%	13.5%	14.6%	14.2%
High School (9-12)	57	65	69	59	66	22.3%	24.7%	25.8%	24.0%	24.6%
Business	2	0	2	1	2	3.5%	0.0%	2.9%	1.7%	3.0%
Language Arts	8	6	8	7	8	14.0%	9.2%	11.6%	11.9%	12.1%
Social Studies	6	6	7	8	8	10.5%	9.2%	10.1%	13.6%	12.1%
Foreign Language	2	2	3	3	3	3.5%	3.1%	4.3%	5.1%	4.5%
Mathematics	8	8	8	7	7	14.0%	12.3%	11.6%	11.9%	10.6%
Science	6	7	9	7	7	10.5%	10.8%	13.0%	11.9%	10.6%
Vocational Education	13	14	16	16	19	22.8%	21.5%	23.2%	27.1%	28.8%
Other High School	12	22	16	10	12	21.1%	33.8%	23.2%	16.9%	18.2%

Total Enrollments	4,570	4,227	4,553	4,469	4,432	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	306	318	296	299	285	6.7%	7.5%	6.5%	6.7%	6.4%
Grades 1-4	1,387	1,270	1,378	1,339	1,267	30.4%	30.0%	30.3%	30.0%	28.6%
Grades 5-6	685	594	664	685	699	15.0%	14.1%	14.6%	15.3%	15.8%
Grades 7-8	678	631	697	646	631	14.8%	14.9%	15.3%	14.5%	14.2%
Grades 9-12	1,500	1,385	1,483	1,470	1,521	32.8%	32.8%	32.6%	32.9%	34.3%
Ungraded	14	29	35	30	29	0.3%	0.7%	0.8%	0.7%	0.7%



District Report for: LINCOLN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	12	16	17	17	18	4.3%	5.5%	5.8%	6.2%	6.1%
White - Females	2	6	7	5	6	16.7%	37.5%	41.2%	29.4%	33.3%
White - Males	10	8	8	9	9	83.3%	50.0%	47.1%	52.9%	50.0%
Black - Females	0	2	2	2	2	0.0%	12.5%	11.8%	11.8%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Professional Staff	27	28	27	27	31	9.6%	9.6%	9.2%	9.9%	10.4%
White - Females	21	22	19	19	20	77.8%	78.6%	70.4%	70.4%	64.5%
White - Males	4	5	6	6	7	14.8%	17.9%	22.2%	22.2%	22.6%
Black - Females	2	1	1	1	3	7.4%	3.6%	3.7%	3.7%	9.7%
Black - Males	0	0	1	1	1	0.0%	0.0%	3.7%	3.7%	3.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	241	248	251	230	248	86.1%	84.9%	85.1%	83.9%	83.5%
White - Females	194	199	198	186	201	80.5%	80.2%	78.9%	80.9%	81.0%
White - Males	40	45	50	42	45	16.6%	18.1%	19.9%	18.3%	18.1%
Black - Females	4	2	2	2	2	1.7%	0.8%	0.8%	0.9%	0.8%
Black - Males	2	1	0	0	0	0.8%	0.4%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	0.4%	0.4%	0.4%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	1	2	3	7	1.7%	0.4%	0.9%	1.4%	3.3%
25-29	25	28	24	17	23	10.7%	12.1%	10.4%	8.2%	10.8%
30-34	19	21	24	25	27	8.2%	9.1%	10.4%	12.1%	12.7%
35-39	27	22	24	19	17	11.6%	9.5%	10.4%	9.2%	8.0%
40-45	41	43	34	28	21	17.6%	18.5%	14.7%	13.5%	9.9%
45-49	43	38	44	40	37	18.5%	16.4%	19.0%	19.3%	17.5%
50-54	48	52	50	49	46	20.6%	22.4%	21.6%	23.7%	21.7%
55+	26	27	29	26	34	11.2%	11.6%	12.6%	12.6%	16.0%
Average Age	43.5	43.8	43.9	44.1	43.7					

Experience Distribution

Teachers by Experience

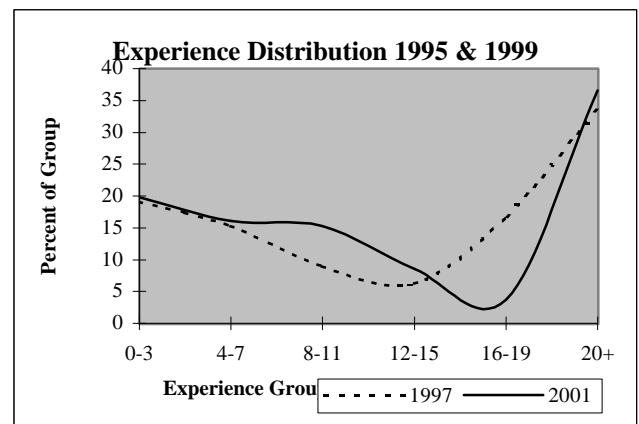
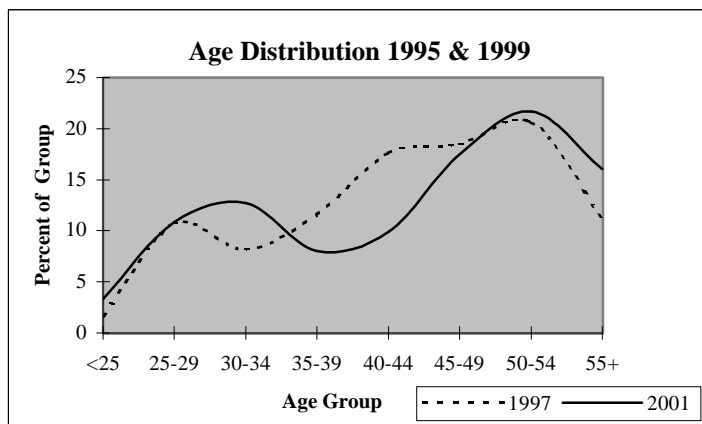
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	49	54	51	39	53	19.1%	20.5%	19.1%	15.9%	19.8%
4-7 Years	39	45	50	50	43	15.2%	17.1%	18.7%	20.3%	16.0%
8-11 Years	23	22	24	27	41	9.0%	8.4%	9.0%	11.0%	15.3%
12-15 Years	16	13	18	21	23	6.3%	4.9%	6.7%	8.5%	8.6%
16-19 Years	43	35	21	15	10	16.8%	13.3%	7.9%	6.1%	3.7%
20+ Years	86	94	103	94	98	33.6%	35.7%	38.6%	38.2%	36.6%
Average Experience	14.4	14.4	14.3	14.4	14.0					

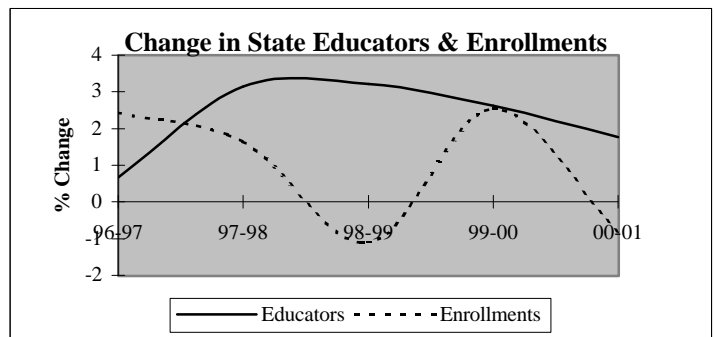
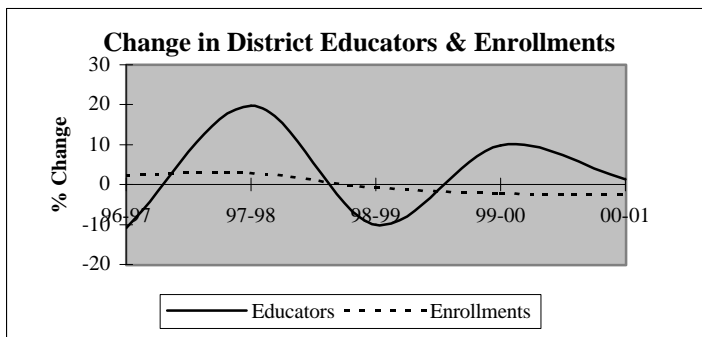
District Report for: LINCOLN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	16	37	48	17	-	5.4%	11.8%	15.2%	5.7%	-
Attrition from Transfers	2	9	17	3	-	0.7%	2.9%	5.4%	1.0%	-
Attrition from Exits	14	28	31	14	-	4.7%	8.9%	9.8%	4.7%	-
Teacher Attrition	12	31	44	15	-	4.7%	11.8%	16.5%	6.1%	-
Attrition from Transfers	0	8	14	3	-	0.0%	3.0%	5.2%	1.2%	-
Attrition from Exits	12	23	30	12	-	4.7%	8.7%	11.2%	4.9%	-
District Retention										
Educator Retention	280	276	268	279	-	94.6%	88.2%	84.8%	94.3%	-
Teacher Retention	244	232	223	231	-	95.3%	88.2%	83.5%	93.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	65.8%	8.9%	25.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.0%	5.0%	10.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.8%	1.9%	11.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	94.9%	1.7%	3.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	89.1%	1.6%	9.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.2%	1.6%	8.2%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	9.9%	13.0%	16.0%	14.5%	16.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	7.1%	10.2%	7.1%	6.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.7%	0.6%	0.3%	1.0%	0.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.6%	89.8%	88.0%	90.2%	85.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.7%	9.6%	11.7%	8.8%	14.2%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	17.3	14.9	16.4	14.6	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.9	18.4	20.8	18.4	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	13	-8	7	1	-	-	-	-	-
% Change in Educators	-10.8%	19.7%	-10.1%	9.9%	1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	26	34	-9	-25	-27	-	-	-	-	-
% Change in Enrollment:	2.3%	3.0%	-0.8%	-2.1%	-2.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	3.0%	1.3%	1.4%	1.3%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.6%	7.6%	8.5%	9.0%	7.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.6%	11.4%	12.7%	11.5%	11.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	12.9%	12.2%	11.9%	8.2%	9.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	33.3%	33.3%	28.6%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.8	42.4	42.9	42.4	42.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	13.4	13.8	13.1	13.6	13.8	13.7	13.7	13.4	13.3
Average Salary	31,073	30,290	32,339	33,153	33,645	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	16.3%	15.0%	13.2%	8.6%	10.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.5%	84.4%	82.1%	82.3%	82.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.6%	10.9%	8.9%	8.1%	7.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	29.9%	na	29.6%	29.5%	31.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.8%	1.1%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	66	79	71	78	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	63	64	65	65	71	95.5%	81.0%	91.5%	83.3%	89.9%
Newly Hired	3	15	6	13	8	4.5%	19.0%	8.5%	16.7%	10.1%
Transfers In	0	3	3	7	1	0.0%	20.0%	50.0%	53.8%	12.5%
Reentrants	2	3	3	4	5	66.7%	20.0%	50.0%	30.8%	62.5%
First Time Educators	1	9	0	2	2	33.3%	60.0%	0.0%	15.4%	25.0%
Total Exiting Next Year	2	14	6	7	-	3.0%	17.7%	8.5%	9.0%	-
Transfers Out	1	0	0	1	-	50.0%	0.0%	0.0%	14.3%	-
Leave Tennessee Educ.	1	14	6	6	-	50.0%	100.0%	100.0%	85.7%	-

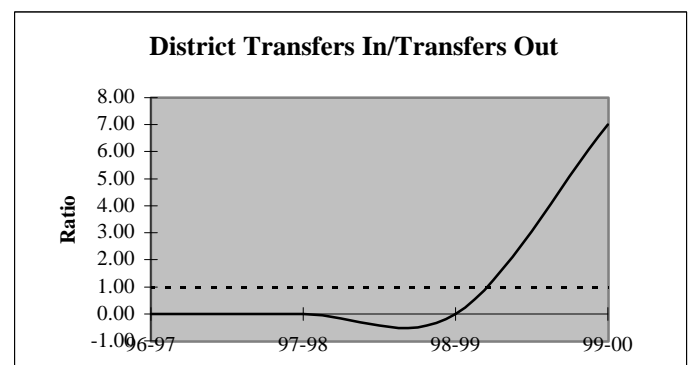
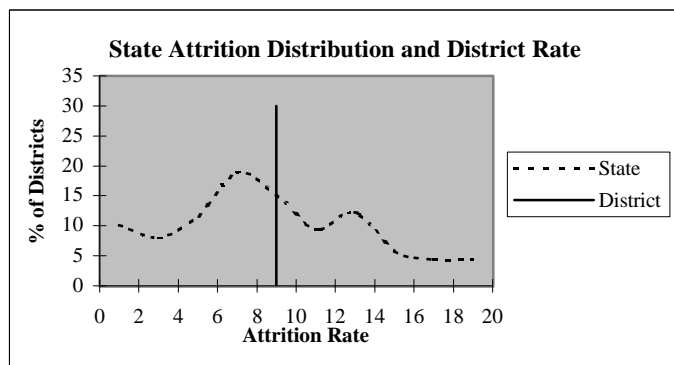
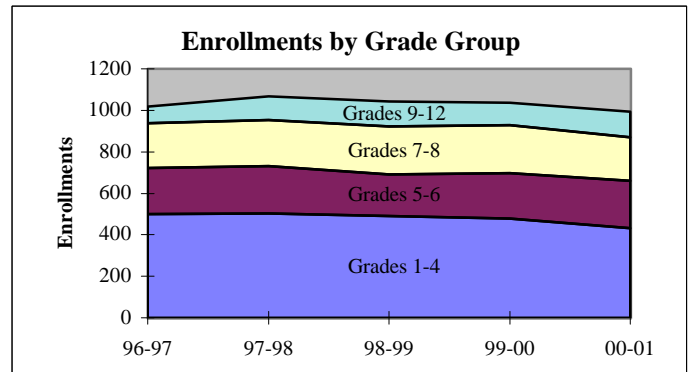
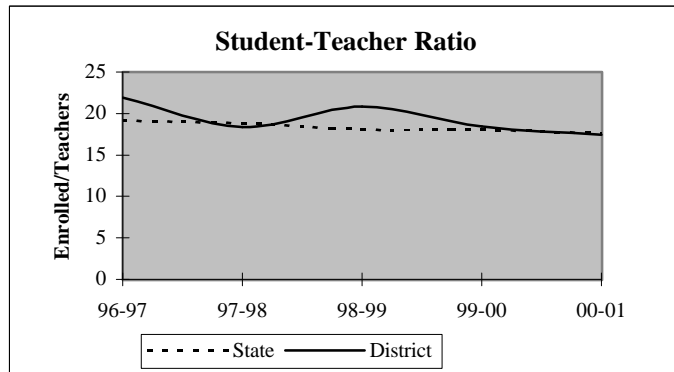
Dynamics Rates

District Rates					
District Attrition	3.0%	17.7%	8.5%	9.0%	-
Transfers In/Out	0.00	nc	nc	7.00	-

District Report for: FAYETTEVILLE

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	66	79	71	78	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	6	7	6	7.6%	7.6%	8.5%	9.0%	7.6%
Professional Staff	9	9	9	9	9	13.6%	11.4%	12.7%	11.5%	11.4%
Total Teachers	52	64	56	62	64	78.8%	81.0%	78.9%	79.5%	81.0%
Special Education	5	7	5	5	5	9.6%	10.9%	8.9%	8.1%	7.8%
Pre-K & Kindergarten	3	4	5	5	8	5.8%	6.3%	8.9%	8.1%	12.5%
Elementary (1-4)	26	33	28	29	27	50.0%	51.6%	50.0%	46.8%	42.2%
Middle School (5-6)	7	9	6	8	10	13.5%	14.1%	10.7%	12.9%	15.6%
Jr. High (7-8)	8	9	10	11	11	15.4%	14.1%	17.9%	17.7%	17.2%
High School (9-12)	3	2	2	4	3	5.8%	3.1%	3.6%	6.5%	4.7%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	33.3%
Science	0	1	1	1	1	0.0%	50.0%	50.0%	25.0%	33.3%
Vocational Education	1	1	1	1	0	33.3%	50.0%	50.0%	25.0%	0.0%
Other High School	2	0	0	1	1	66.7%	0.0%	0.0%	25.0%	33.3%

Total Enrollments	1,141	1,175	1,166	1,141	1,114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	114	98	112	95	115	10.0%	8.3%	9.6%	8.3%	10.3%
Grades 1-4	501	503	492	477	432	43.9%	42.8%	42.2%	41.8%	38.8%
Grades 5-6	220	227	200	221	227	19.3%	19.3%	17.2%	19.4%	20.4%
Grades 7-8	216	222	231	229	211	18.9%	18.9%	19.8%	20.1%	18.9%
Grades 9-12	82	116	121	111	122	7.2%	9.9%	10.4%	9.7%	11.0%
Ungraded	8	9	10	8	7	0.7%	0.8%	0.9%	0.7%	0.6%



District Report for: FAYETTEVILLE

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	5	5	6	5	6.5%	6.8%	7.5%	8.2%	6.8%
White - Females	1	1	1	1	1	25.0%	20.0%	20.0%	16.7%	20.0%
White - Males	3	4	4	5	4	75.0%	80.0%	80.0%	83.3%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	14.5%	12.2%	13.4%	12.3%	12.2%
White - Females	7	7	6	7	7	77.8%	77.8%	66.7%	77.8%	77.8%
White - Males	2	2	2	1	1	22.2%	22.2%	22.2%	11.1%	11.1%
Black - Females	0	0	1	1	1	0.0%	0.0%	11.1%	11.1%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	49	60	53	58	60	79.0%	81.1%	79.1%	79.5%	81.1%
White - Females	35	42	37	43	45	71.4%	70.0%	69.8%	74.1%	75.0%
White - Males	6	9	9	10	9	12.2%	15.0%	17.0%	17.2%	15.0%
Black - Females	8	9	7	5	5	16.3%	15.0%	13.2%	8.6%	8.3%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	4	2	1	2	4.0%	7.0%	4.1%	1.9%	3.7%
25-29	7	9	7	7	7	14.0%	15.8%	14.3%	13.2%	13.0%
30-34	4	6	5	6	5	8.0%	10.5%	10.2%	11.3%	9.3%
35-39	4	6	4	6	8	8.0%	10.5%	8.2%	11.3%	14.8%
40-45	7	5	6	6	6	14.0%	8.8%	12.2%	11.3%	11.1%
45-49	7	6	8	11	11	14.0%	10.5%	16.3%	20.8%	20.4%
50-54	9	10	11	10	9	18.0%	17.5%	22.4%	18.9%	16.7%
55+	10	11	6	6	6	20.0%	19.3%	12.2%	11.3%	11.1%
Average Age	43.8	42.4	42.9	42.4	42.2					

Experience Distribution

Teachers by Experience

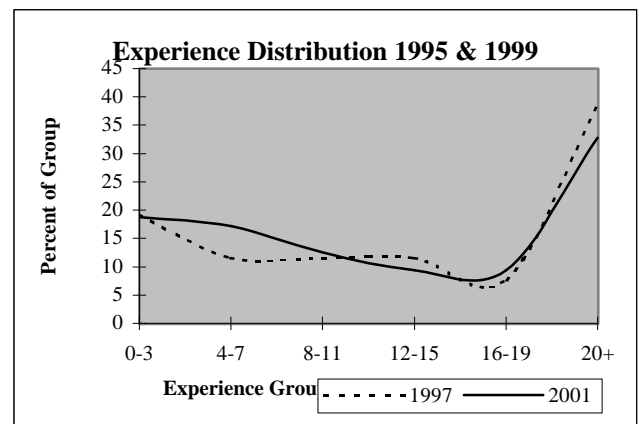
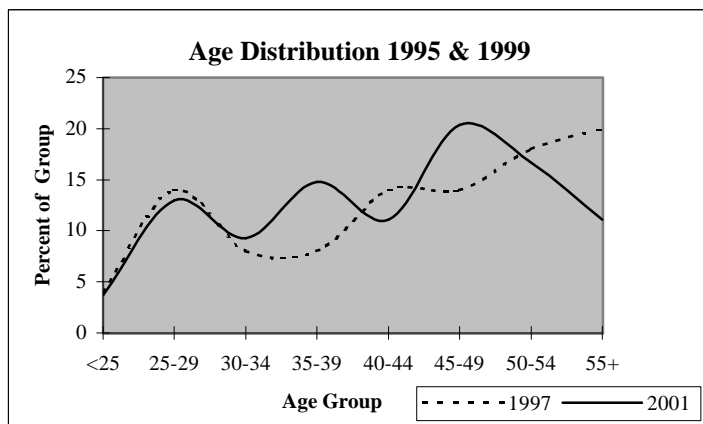
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	10	17	12	13	12	19.2%	26.6%	21.4%	21.0%	18.8%
4-7 Years	6	7	7	9	11	11.5%	10.9%	12.5%	14.5%	17.2%
8-11 Years	6	8	10	10	8	11.5%	12.5%	17.9%	16.1%	12.5%
12-15 Years	6	6	4	5	6	11.5%	9.4%	7.1%	8.1%	9.4%
16-19 Years	4	5	4	6	6	7.7%	7.8%	7.1%	9.7%	9.4%
20+ Years	20	21	19	19	21	38.5%	32.8%	33.9%	30.6%	32.8%
Average Experience	15.2	13.4	13.8	13.1	13.6					

District Report for: FAYETTEVILLE

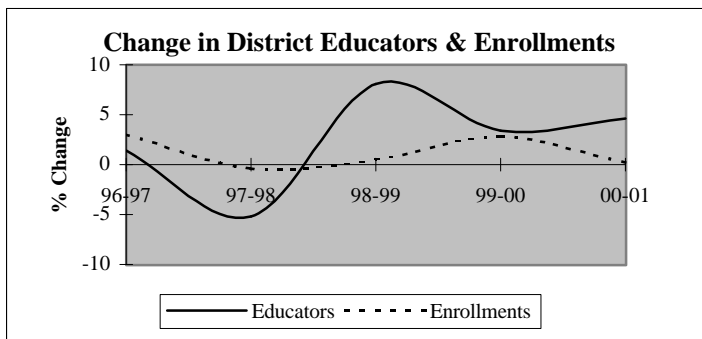
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	2	14	6	7	-	3.0%	17.7%	8.5%	9.0%	-
Attrition from Transfers	1	0	0	1	-	1.5%	0.0%	0.0%	1.3%	-
Attrition from Exits	1	14	6	6	-	1.5%	17.7%	8.5%	7.7%	-
Teacher Attrition	2	13	5	7	-	3.8%	20.3%	8.9%	11.3%	-
Attrition from Transfers	1	0	0	1	-	1.9%	0.0%	0.0%	1.6%	-
Attrition from Exits	1	13	5	6	-	1.9%	20.3%	8.9%	9.7%	-
District Retention										
Educator Retention	64	65	65	71	-	97.0%	82.3%	91.5%	91.0%	-
Teacher Retention	50	51	51	55	-	96.2%	79.7%	91.1%	88.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	11.1%	22.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.4%	0.0%	17.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.3%	5.6%	11.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	75.0%	0.0%	25.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	81.8%	0.0%	18.2%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.9%	15.1%	12.0%	17.1%	18.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.3%	9.3%	7.0%	8.5%	9.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.3%	0.0%	2.6%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.5%	83.5%	95.8%	89.7%	89.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.5%	15.2%	4.2%	7.7%	8.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: LOUDON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	17.8	16.6	16.5	15.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.1	21.3	19.6	19.4	18.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	-15	22	10	14	-	-	-	-	-
% Change in Educators	1.4%	-5.2%	8.1%	3.4%	4.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	142	-19	24	139	11	-	-	-	-	-
% Change in Enrollment:	3.0%	-0.4%	0.5%	2.8%	0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	0.4%	0.7%	1.6%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.9%	6.6%	6.1%	5.6%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.7%	9.9%	9.5%	9.5%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	0.8%	1.1%	1.4%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	29.4%	33.3%	33.3%	41.2%	47.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.2	42.5	42.7	42.1	43.3	43.5	43.6	43.7	43.9
Average Experience	13.2	12.8	12.9	12.8	12.4	13.8	13.7	13.7	13.4	13.3
Average Salary	32,946	33,354	35,645	35,947	35,719	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.3%	0.9%	1.3%	1.6%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.0%	78.9%	77.9%	79.5%	77.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.0%	6.6%	7.6%	6.9%	6.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.9%	na	2.6%	3.2%	3.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.8%	0.6%	0.8%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

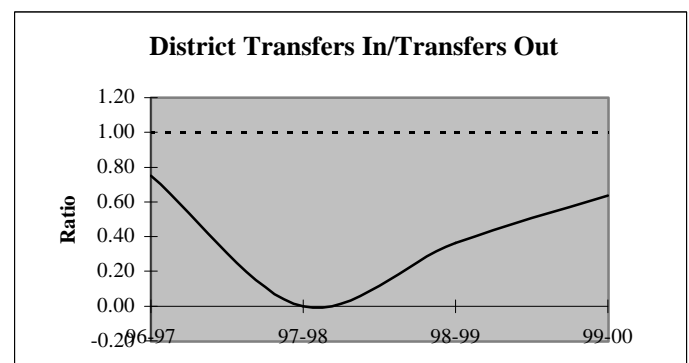
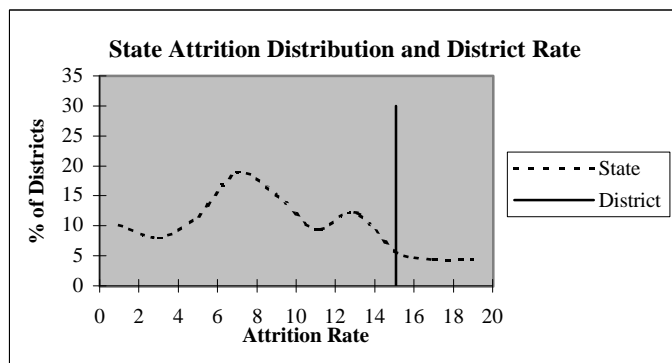
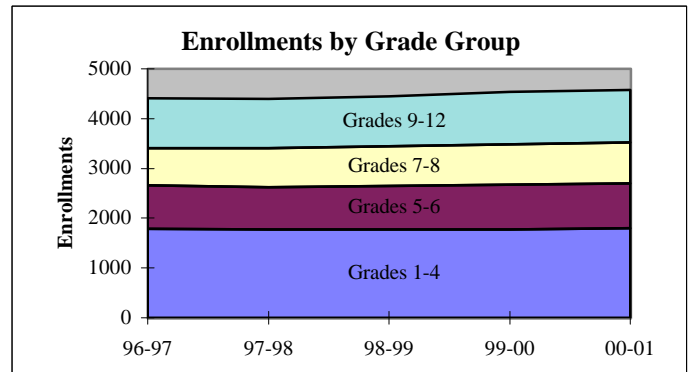
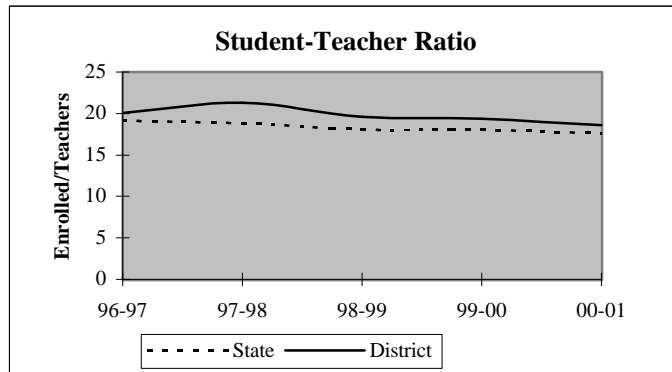
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	288	273	295	305	319	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	262	245	266	269	259	91.0%	89.7%	90.2%	88.2%	81.2%
Newly Hired	26	28	29	36	60	9.0%	10.3%	9.8%	11.8%	18.8%
Transfers In	6	0	4	7	17	23.1%	0.0%	13.8%	19.4%	28.3%
Reentrants	10	11	12	16	25	38.5%	39.3%	41.4%	44.4%	41.7%
First Time Educators	10	17	13	13	18	38.5%	60.7%	44.8%	36.1%	30.0%
Total Exiting Next Year	43	7	26	46	-	14.9%	2.6%	8.8%	15.1%	-
Transfers Out	8	1	11	11	-	18.6%	14.3%	42.3%	23.9%	-
Leave Tennessee Educ.	35	6	15	35	-	81.4%	85.7%	57.7%	76.1%	-

Dynamics Rates	District Rates				
District Attrition	14.9%	2.6%	8.8%	15.1%	-
Transfers In/Out	0.75	0.00	0.36	0.64	-

District Report for: LOUDON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	288	273	295	305	319	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	18	17	17	5.9%	6.6%	6.1%	5.6%	5.3%
Professional Staff	28	27	28	29	31	9.7%	9.9%	9.5%	9.5%	9.7%
Total Teachers	243	228	249	259	271	84.4%	83.5%	84.4%	84.9%	85.0%
Special Education	17	15	19	18	18	7.0%	6.6%	7.6%	6.9%	6.6%
Pre-K & Kindergarten	15	18	18	20	19	6.2%	7.9%	7.2%	7.7%	7.0%
Elementary (1-4)	87	87	96	105	114	35.8%	38.2%	38.6%	40.5%	42.1%
Middle School (5-6)	40	33	36	37	41	16.5%	14.5%	14.5%	14.3%	15.1%
Jr. High (7-8)	29	24	26	26	28	11.9%	10.5%	10.4%	10.0%	10.3%
High School (9-12)	55	51	54	53	51	22.6%	22.4%	21.7%	20.5%	18.8%
Business	2	1	1	1	2	3.6%	2.0%	1.9%	1.9%	3.9%
Language Arts	8	8	8	9	8	14.5%	15.7%	14.8%	17.0%	15.7%
Social Studies	8	7	8	7	5	14.5%	13.7%	14.8%	13.2%	9.8%
Foreign Language	2	2	2	2	1	3.6%	3.9%	3.7%	3.8%	2.0%
Mathematics	5	5	5	5	7	9.1%	9.8%	9.3%	9.4%	13.7%
Science	4	4	5	6	5	7.3%	7.8%	9.3%	11.3%	9.8%
Vocational Education	17	13	13	14	14	30.9%	25.5%	24.1%	26.4%	27.5%
Other High School	9	11	12	9	9	16.4%	21.6%	22.2%	17.0%	17.6%

Total Enrollments	4,881	4,862	4,886	5,025	5,036	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	442	424	401	453	433	9.1%	8.7%	8.2%	9.0%	8.6%
Grades 1-4	1,781	1,770	1,774	1,780	1,802	36.5%	36.4%	36.3%	35.4%	35.8%
Grades 5-6	876	850	874	889	898	17.9%	17.5%	17.9%	17.7%	17.8%
Grades 7-8	755	791	793	814	824	15.5%	16.3%	16.2%	16.2%	16.4%
Grades 9-12	999	987	1,004	1,048	1,050	20.5%	20.3%	20.5%	20.9%	20.8%
Ungraded	28	40	40	41	29	0.6%	0.8%	0.8%	0.8%	0.6%



District Report for: LOUDON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	17	18	18	17	17	6.2%	7.0%	6.4%	5.9%	5.7%
White - Females	5	6	6	7	8	29.4%	33.3%	33.3%	41.2%	47.1%
White - Males	12	12	12	10	9	70.6%	66.7%	66.7%	58.8%	52.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	27	28	29	29	10.1%	10.5%	10.0%	10.0%	9.7%
White - Females	23	23	24	26	25	82.1%	85.2%	85.7%	89.7%	86.2%
White - Males	5	4	4	3	4	17.9%	14.8%	14.3%	10.3%	13.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	231	213	235	243	253	83.7%	82.6%	83.6%	84.1%	84.6%
White - Females	182	168	182	191	198	78.8%	78.9%	77.4%	78.6%	78.3%
White - Males	46	43	50	48	53	19.9%	20.2%	21.3%	19.8%	20.9%
Black - Females	3	2	3	4	2	1.3%	0.9%	1.3%	1.6%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	4	2	4	7	0.9%	2.0%	1.0%	1.9%	3.3%
25-29	25	22	22	22	27	11.5%	11.1%	10.6%	10.5%	12.7%
30-34	24	19	25	28	31	11.1%	9.6%	12.1%	13.4%	14.6%
35-39	30	27	26	25	20	13.8%	13.6%	12.6%	12.0%	9.4%
40-45	36	39	38	30	26	16.6%	19.7%	18.4%	14.4%	12.3%
45-49	49	44	45	49	38	22.6%	22.2%	21.7%	23.4%	17.9%
50-54	24	23	22	24	38	11.1%	11.6%	10.6%	11.5%	17.9%
55+	27	20	27	27	25	12.4%	10.1%	13.0%	12.9%	11.8%
Average Age	42.4	42.2	42.5	42.7	42.1					

Experience Distribution

Teachers by Experience

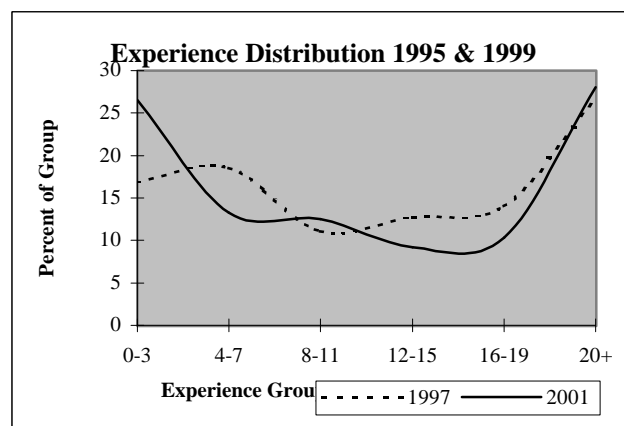
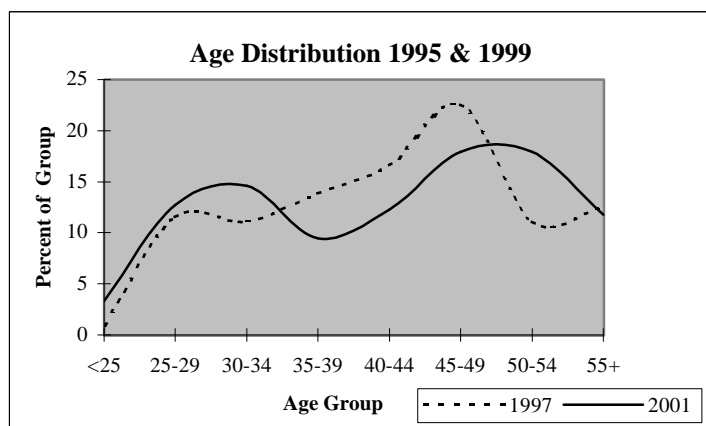
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	41	49	54	59	72	16.9%	21.5%	21.7%	22.8%	26.6%
4-7 Years	45	32	35	34	36	18.5%	14.0%	14.1%	13.1%	13.3%
8-11 Years	27	28	30	37	34	11.1%	12.3%	12.0%	14.3%	12.5%
12-15 Years	31	29	31	24	25	12.8%	12.7%	12.4%	9.3%	9.2%
16-19 Years	34	29	25	30	28	14.0%	12.7%	10.0%	11.6%	10.3%
20+ Years	65	61	74	75	76	26.7%	26.8%	29.7%	29.0%	28.0%
Average Experience	13.2	12.8	12.9	12.8	12.4					

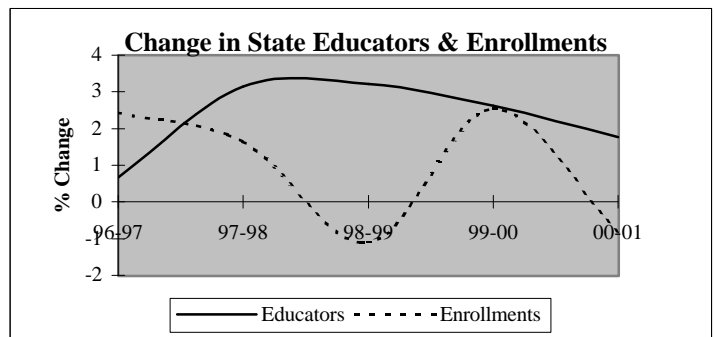
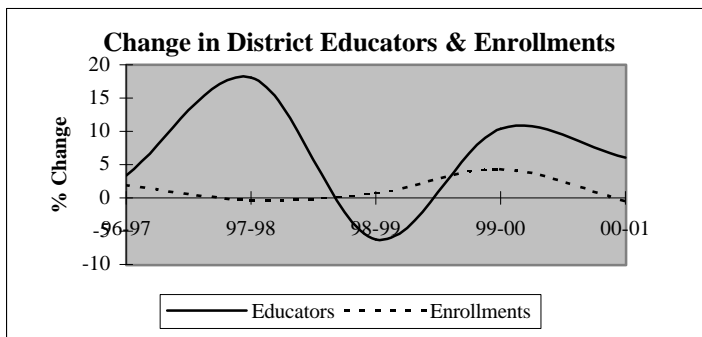
District Report for: LOUDON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	43	7	26	46	-	14.9%	2.6%	8.8%	15.1%	-
Attrition from Transfers	8	1	11	11	-	2.8%	0.4%	3.7%	3.6%	-
Attrition from Exits	35	6	15	35	-	12.2%	2.2%	5.1%	11.5%	-
Teacher Attrition	37	7	20	35	-	15.2%	3.1%	8.0%	13.5%	-
Attrition from Transfers	8	1	10	8	-	3.3%	0.4%	4.0%	3.1%	-
Attrition from Exits	29	6	10	27	-	11.9%	2.6%	4.0%	10.4%	-
District Retention										
Educator Retention	245	266	269	259	-	85.1%	97.4%	91.2%	84.9%	-
Teacher Retention	206	221	229	224	-	84.8%	96.9%	92.0%	86.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	73.1%	7.5%	19.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.3%	2.9%	11.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	81.7%	6.7%	11.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	83.0%	5.7%	11.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	76.0%	10.0%	14.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	83.3%	8.3%	8.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.0%	14.0%	16.2%	16.2%	18.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	7.2%	8.9%	8.6%	8.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.4%	0.7%	1.3%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.7%	89.4%	90.5%	88.5%	85.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.3%	0.7%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.9%	10.3%	8.5%	9.5%	14.1%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.5	14.0	15.0	14.2	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.4	16.6	18.1	16.8	15.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	22	-9	14	9	-	-	-	-	-
% Change in Educators	3.4%	18.0%	-6.3%	10.4%	6.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	38	-7	14	87	-10	-	-	-	-	-
% Change in Enrollment:	1.9%	-0.3%	0.7%	4.3%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	0.7%	0.7%	0.0%	4.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	4.9%	5.2%	4.7%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.9%	11.1%	11.9%	10.7%	12.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.7%	0.8%	0.7%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	42.9%	42.9%	42.9%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.8	41.2	42.8	41.6	40.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.8	11.7	12.3	11.7	10.5	13.8	13.7	13.7	13.4	13.3
Average Salary	33,856	32,981	35,260	36,053	35,508	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	1.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.8%	76.9%	75.0%	75.4%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.1%	6.6%	8.0%	7.1%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.7%	na	5.9%	5.9%	6.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.2%	1.4%	1.2%	1.1%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

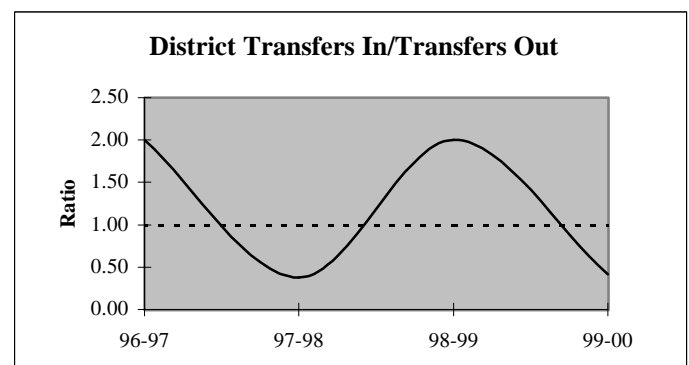
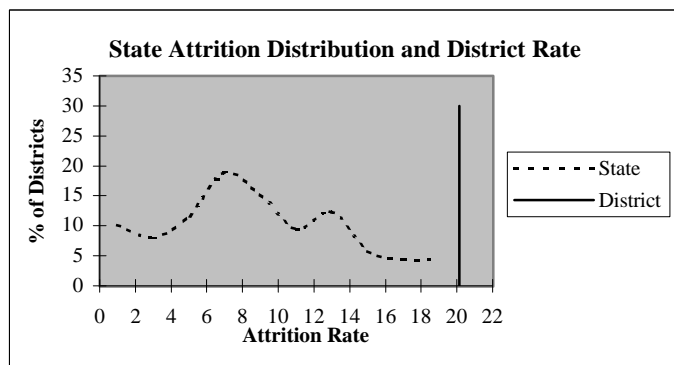
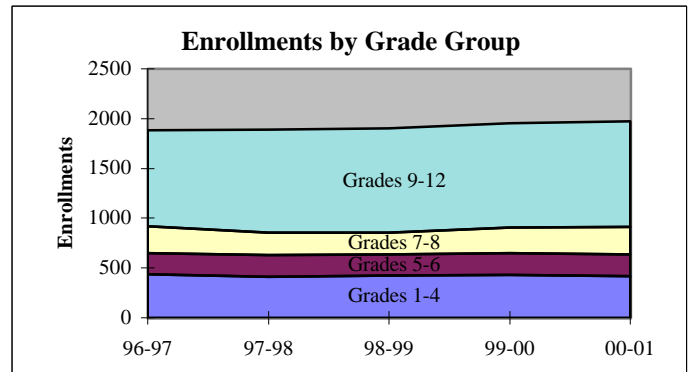
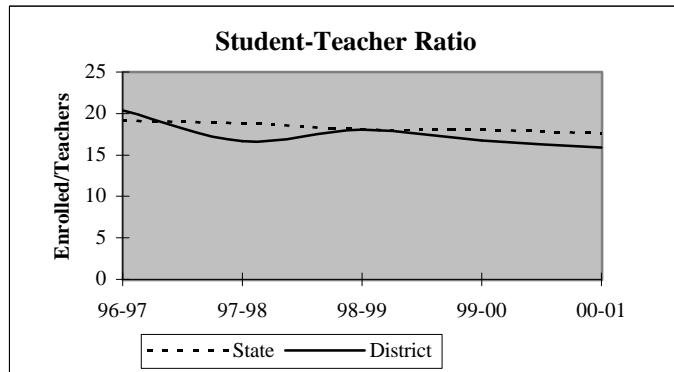
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	122	144	135	149	158	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	107	112	113	123	119	87.7%	77.8%	83.7%	82.6%	75.3%
Newly Hired	15	32	22	26	39	12.3%	22.2%	16.3%	17.4%	24.7%
Transfers In	2	3	4	5	8	13.3%	9.4%	18.2%	19.2%	20.5%
Reentrants	8	13	14	5	9	53.3%	40.6%	63.6%	19.2%	23.1%
First Time Educators	5	16	4	16	22	33.3%	50.0%	18.2%	61.5%	56.4%
Total Exiting Next Year	10	31	12	30	-	8.2%	21.5%	8.9%	20.1%	-
Transfers Out	1	8	2	12	-	10.0%	25.8%	16.7%	40.0%	-
Leave Tennessee Educ.	9	23	10	18	-	90.0%	74.2%	83.3%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	8.2%	21.5%	8.9%	20.1%	-
Transfers In/Out	2.00	0.38	2.00	0.42	-

District Report for: LENOIR CITY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	122	144	135	149	158	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	7	7	7	7	4.9%	4.9%	5.2%	4.7%	4.4%
Professional Staff	17	16	16	16	19	13.9%	11.1%	11.9%	10.7%	12.0%
Total Teachers	99	121	112	126	132	81.1%	84.0%	83.0%	84.6%	83.5%
Special Education	7	8	9	9	12	7.1%	6.6%	8.0%	7.1%	9.1%
Pre-K & Kindergarten	6	6	8	9	11	6.1%	5.0%	7.1%	7.1%	8.3%
Elementary (1-4)	29	41	31	38	36	29.3%	33.9%	27.7%	30.2%	27.3%
Middle School (5-6)	7	10	10	12	13	7.1%	8.3%	8.9%	9.5%	9.8%
Jr. High (7-8)	10	10	8	10	11	10.1%	8.3%	7.1%	7.9%	8.3%
High School (9-12)	40	46	46	48	49	40.4%	38.0%	41.1%	38.1%	37.1%
Business	3	3	4	3	5	7.5%	6.5%	8.7%	6.3%	10.2%
Language Arts	6	5	7	8	7	15.0%	10.9%	15.2%	16.7%	14.3%
Social Studies	6	6	7	7	6	15.0%	13.0%	15.2%	14.6%	12.2%
Foreign Language	1	1	2	3	2	2.5%	2.2%	4.3%	6.3%	4.1%
Mathematics	6	7	8	6	6	15.0%	15.2%	17.4%	12.5%	12.2%
Science	4	3	5	6	6	10.0%	6.5%	10.9%	12.5%	12.2%
Vocational Education	4	4	5	6	7	10.0%	8.7%	10.9%	12.5%	14.3%
Other High School	10	17	8	9	10	25.0%	37.0%	17.4%	18.8%	20.4%

Total Enrollments	2,019	2,012	2,026	2,113	2,103	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	106	92	99	134	117	5.3%	4.6%	4.9%	6.3%	5.6%
Grades 1-4	438	410	426	429	418	21.7%	20.4%	21.0%	20.3%	19.9%
Grades 5-6	208	220	209	217	216	10.3%	10.9%	10.3%	10.3%	10.3%
Grades 7-8	273	222	221	258	276	13.5%	11.0%	10.9%	12.2%	13.1%
Grades 9-12	961	1,040	1,048	1,051	1,060	47.6%	51.7%	51.7%	49.7%	50.4%
Ungraded	33	28	23	24	16	1.6%	1.4%	1.1%	1.1%	0.8%



District Report for: LENOIR CITY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	6	7	7	7	7	5.0%	5.0%	5.3%	4.9%	4.6%
White - Females	2	3	3	3	4	33.3%	42.9%	42.9%	42.9%	57.1%
White - Males	4	4	4	4	3	66.7%	57.1%	57.1%	57.1%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	14	14	13	16	12.5%	10.0%	10.7%	9.0%	10.6%
White - Females	10	9	10	9	11	66.7%	64.3%	71.4%	69.2%	68.8%
White - Males	5	4	3	3	4	33.3%	28.6%	21.4%	23.1%	25.0%
Black - Females	0	1	1	1	1	0.0%	7.1%	7.1%	7.7%	6.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	99	119	110	124	128	82.5%	85.0%	84.0%	86.1%	84.8%
White - Females	75	91	82	93	98	75.8%	76.5%	74.5%	75.0%	76.6%
White - Males	24	28	28	31	28	24.2%	23.5%	25.5%	25.0%	21.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	7	0	7	6	1.1%	6.5%	0.0%	6.7%	5.7%
25-29	11	14	7	10	15	12.0%	13.1%	7.7%	9.6%	14.3%
30-34	12	15	16	16	19	13.0%	14.0%	17.6%	15.4%	18.1%
35-39	13	15	13	11	13	14.1%	14.0%	14.3%	10.6%	12.4%
40-45	10	11	14	15	11	10.9%	10.3%	15.4%	14.4%	10.5%
45-49	20	18	17	15	16	21.7%	16.8%	18.7%	14.4%	15.2%
50-54	9	11	13	16	15	9.8%	10.3%	14.3%	15.4%	14.3%
55+	16	16	11	14	10	17.4%	15.0%	12.1%	13.5%	9.5%
Average Age	42.8	41.2	42.8	41.6	40.0					

Experience Distribution

Teachers by Experience

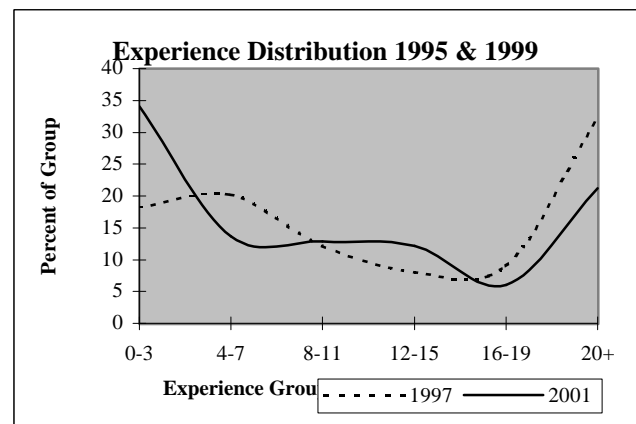
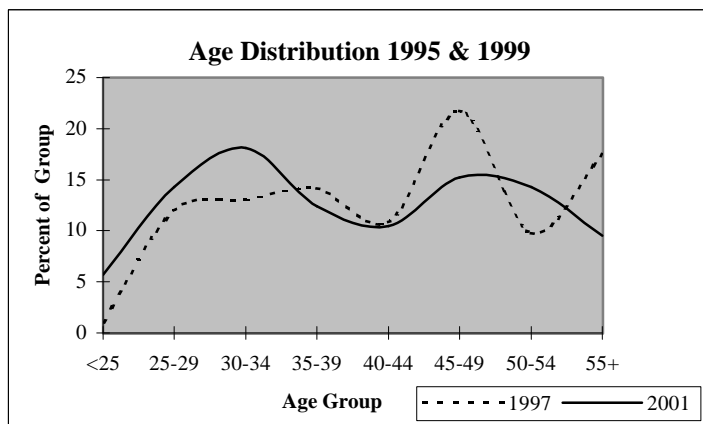
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	18	34	24	36	45	18.2%	28.1%	21.4%	28.6%	34.1%
4-7 Years	20	19	22	21	18	20.2%	15.7%	19.6%	16.7%	13.6%
8-11 Years	12	18	12	13	17	12.1%	14.9%	10.7%	10.3%	12.9%
12-15 Years	8	8	14	15	16	8.1%	6.6%	12.5%	11.9%	12.1%
16-19 Years	9	11	12	10	8	9.1%	9.1%	10.7%	7.9%	6.1%
20+ Years	32	31	28	31	28	32.3%	25.6%	25.0%	24.6%	21.2%
Average Experience	13.8	11.7	12.3	11.7	10.5					

District Report for: LENOIR CITY

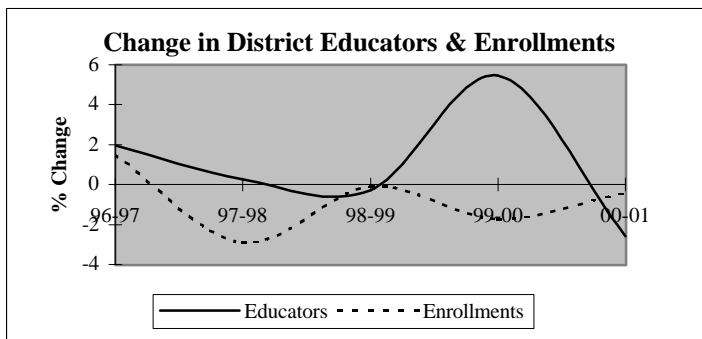
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	10	31	12	30	-	8.2%	21.5%	8.9%	20.1%	-
Attrition from Transfers	1	8	2	12	-	0.8%	5.6%	1.5%	8.1%	-
Attrition from Exits	9	23	10	18	-	7.4%	16.0%	7.4%	12.1%	-
Teacher Attrition	8	29	10	29	-	8.1%	24.0%	8.9%	23.0%	-
Attrition from Transfers	1	8	2	12	-	1.0%	6.6%	1.8%	9.5%	-
Attrition from Exits	7	21	8	17	-	7.1%	17.4%	7.1%	13.5%	-
District Retention										
Educator Retention	112	113	123	119	-	91.8%	78.5%	91.1%	79.9%	-
Teacher Retention	91	92	102	97	-	91.9%	76.0%	91.1%	77.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	28.2%	25.6%	46.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	77.4%	12.9%	9.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.7%	6.9%	3.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	84.4%	3.1%	12.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.1%	0.0%	6.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	75.0%	4.2%	20.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.8%	12.3%	12.1%	12.1%	14.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	5.8%	5.5%	6.0%	7.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.3%	79.9%	85.9%	85.9%	79.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.7%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.7%	20.1%	13.3%	14.1%	19.6%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MCMINN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.4	16.9	16.9	15.7	16.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	19.1	19.1	17.9	18.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	1	-1	20	-10	-	-	-	-	-
% Change in Educators	1.9%	0.3%	-0.3%	5.5%	-2.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	95	-186	-6	-107	-24	-	-	-	-	-
% Change in Enrollment:	1.5%	-2.9%	-0.1%	-1.7%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.3%	0.3%	0.3%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.4%	3.6%	3.4%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	7.4%	7.4%	7.9%	8.5%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.3%	1.7%	1.7%	2.2%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	12.5%	12.5%	7.7%	15.4%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.7	44.0	44.3	44.6	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	15.3	15.1	14.8	15.0	13.8	13.7	13.7	13.4	13.3
Average Salary	33,131	33,376	34,955	36,256	36,726	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.6%	1.9%	1.9%	1.9%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.2%	75.0%	76.2%	76.2%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.4%	8.3%	9.3%	8.2%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.4%	na	5.6%	7.1%	7.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.3%	0.4%	0.5%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

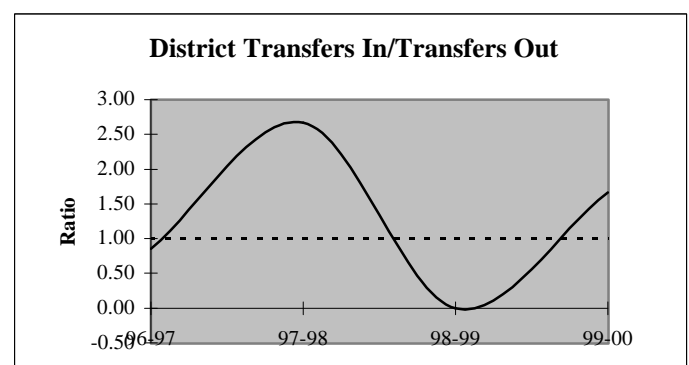
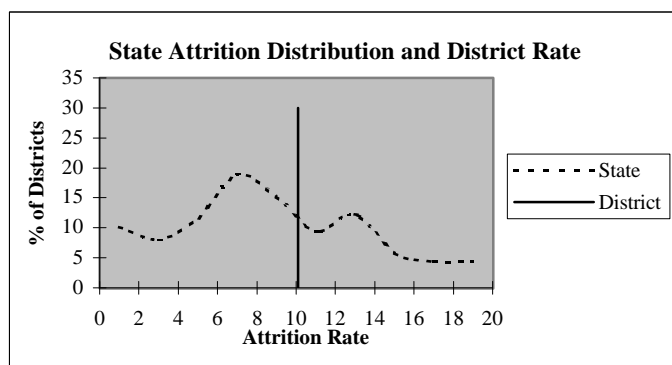
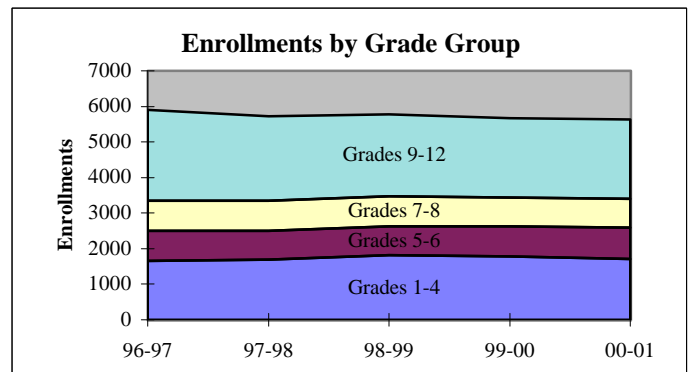
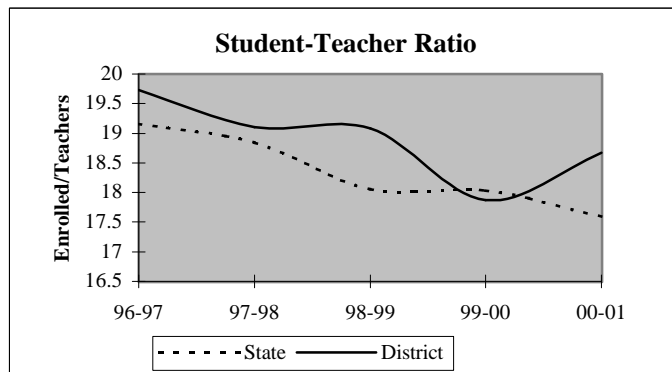
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	366	367	366	386	376	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	342	336	336	352	347	93.4%	91.6%	91.8%	91.2%	92.3%
Newly Hired	24	31	30	34	29	6.6%	8.4%	8.2%	8.8%	7.7%
Transfers In	6	8	5	5	3	25.0%	25.8%	16.7%	14.7%	10.3%
Reentrants	10	9	10	14	11	41.7%	29.0%	33.3%	41.2%	37.9%
First Time Educators	8	14	15	15	15	33.3%	45.2%	50.0%	44.1%	51.7%
Total Exiting Next Year	30	31	14	39	-	8.2%	8.4%	3.8%	10.1%	-
Transfers Out	7	3	0	3	-	23.3%	9.7%	0.0%	7.7%	-
Leave Tennessee Educ.	23	28	14	36	-	76.7%	90.3%	100.0%	92.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.2%	8.4%	3.8%	10.1%	-
Transfers In/Out	0.86	2.67	nc	1.67	-

District Report for: MCMINN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	366	367	366	386	376	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	16	13	13	15	4.4%	4.4%	3.6%	3.4%	4.0%
Professional Staff	27	27	29	33	37	7.4%	7.4%	7.9%	8.5%	9.8%
Total Teachers	323	324	324	340	324	88.3%	88.3%	88.5%	88.1%	86.2%
Special Education	27	27	30	28	25	8.4%	8.3%	9.3%	8.2%	7.7%
Pre-K & Kindergarten	24	24	26	24	22	7.4%	7.4%	8.0%	7.1%	6.8%
Elementary (1-4)	99	102	100	117	109	30.7%	31.5%	30.9%	34.4%	33.6%
Middle School (5-6)	29	32	33	33	37	9.0%	9.9%	10.2%	9.7%	11.4%
Jr. High (7-8)	32	31	28	26	27	9.9%	9.6%	8.6%	7.6%	8.3%
High School (9-12)	112	108	107	112	104	34.7%	33.3%	33.0%	32.9%	32.1%
Business	7	7	7	6	5	6.3%	6.5%	6.5%	5.4%	4.8%
Language Arts	14	13	14	16	15	12.5%	12.0%	13.1%	14.3%	14.4%
Social Studies	13	13	14	15	17	11.6%	12.0%	13.1%	13.4%	16.3%
Foreign Language	5	3	2	4	1	4.5%	2.8%	1.9%	3.6%	1.0%
Mathematics	13	14	14	11	12	11.6%	13.0%	13.1%	9.8%	11.5%
Science	13	11	12	13	11	11.6%	10.2%	11.2%	11.6%	10.6%
Vocational Education	26	27	24	28	26	23.2%	25.0%	22.4%	25.0%	25.0%
Other High School	21	20	20	19	17	18.8%	18.5%	18.7%	17.0%	16.3%

Total Enrollments	6,374	6,188	6,182	6,075	6,051	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	460	443	387	377	390	7.2%	7.2%	6.3%	6.2%	6.4%
Grades 1-4	1,664	1,683	1,810	1,776	1,702	26.1%	27.2%	29.3%	29.2%	28.1%
Grades 5-6	829	816	818	847	887	13.0%	13.2%	13.2%	13.9%	14.7%
Grades 7-8	857	846	849	823	808	13.4%	13.7%	13.7%	13.5%	13.4%
Grades 9-12	2,546	2,373	2,297	2,220	2,233	39.9%	38.3%	37.2%	36.5%	36.9%
Ungraded	18	27	21	32	31	0.3%	0.4%	0.3%	0.5%	0.5%



District Report for: MCMINN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	16	13	13	15	4.5%	4.5%	3.7%	3.6%	4.2%
White - Females	2	2	1	2	3	12.5%	12.5%	7.7%	15.4%	20.0%
White - Males	14	14	12	11	12	87.5%	87.5%	92.3%	84.6%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	26	28	32	34	7.3%	7.3%	8.0%	8.8%	9.6%
White - Females	20	19	22	24	25	76.9%	73.1%	78.6%	75.0%	73.5%
White - Males	6	7	6	6	7	23.1%	26.9%	21.4%	18.8%	20.6%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	2.9%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	2.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	313	313	310	318	307	88.2%	88.2%	88.3%	87.6%	86.2%
White - Females	230	232	234	243	234	73.5%	74.1%	75.5%	76.4%	76.2%
White - Males	75	75	70	69	67	24.0%	24.0%	22.6%	21.7%	21.8%
Black - Females	5	4	4	4	3	1.6%	1.3%	1.3%	1.3%	1.0%
Black - Males	2	2	2	2	2	0.6%	0.6%	0.6%	0.6%	0.7%
Other - Females	1	0	0	0	1	0.3%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	0	0	0	0.7%	1.0%	0.0%	0.0%	0.0%
25-29	31	27	19	20	18	10.3%	9.1%	6.7%	7.0%	6.7%
30-34	19	23	31	31	29	6.3%	7.7%	10.9%	10.9%	10.8%
35-39	33	33	32	31	22	11.0%	11.1%	11.2%	10.9%	8.2%
40-45	63	59	48	45	41	21.0%	19.8%	16.8%	15.8%	15.2%
45-49	71	67	68	63	70	23.7%	22.5%	23.9%	22.2%	26.0%
50-54	46	53	56	58	52	15.3%	17.8%	19.6%	20.4%	19.3%
55+	35	33	31	36	37	11.7%	11.1%	10.9%	12.7%	13.8%
Average Age	43.7	44.0	44.3	44.6	45.2					

Experience Distribution

Teachers by Experience

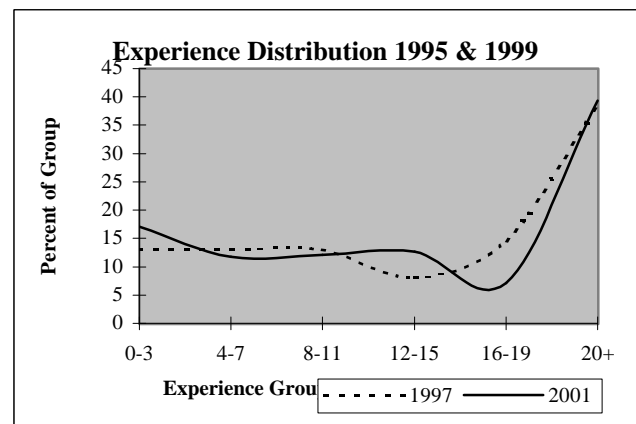
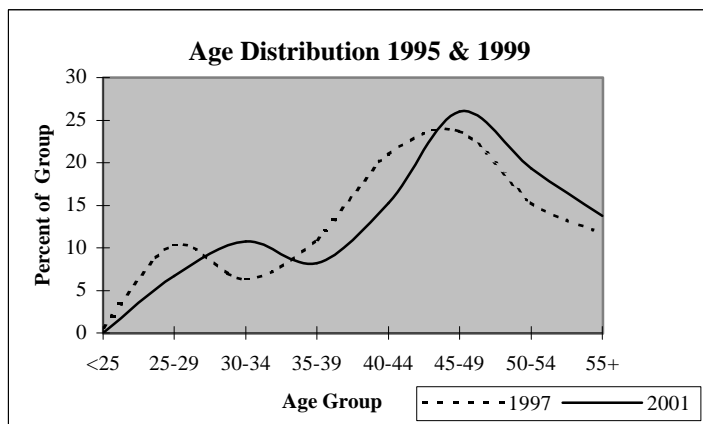
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	42	45	48	63	55	13.0%	13.9%	14.8%	18.6%	17.0%
4-7 Years	42	40	45	44	38	13.0%	12.3%	13.9%	13.0%	11.8%
8-11 Years	42	43	36	37	39	13.0%	13.3%	11.1%	10.9%	12.1%
12-15 Years	26	35	40	39	41	8.0%	10.8%	12.3%	11.5%	12.7%
16-19 Years	47	35	29	23	23	14.6%	10.8%	9.0%	6.8%	7.1%
20+ Years	124	126	126	133	127	38.4%	38.9%	38.9%	39.2%	39.3%
Average Experience	15.2	15.3	15.1	14.8	15.0					

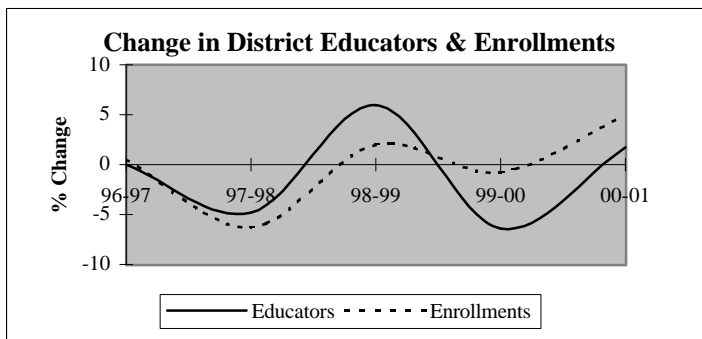
District Report for: MCMINN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	30	31	14	39	-	8.2%	8.4%	3.8%	10.1%	-
Attrition from Transfers	7	3	0	3	-	1.9%	0.8%	0.0%	0.8%	-
Attrition from Exits	23	28	14	36	-	6.3%	7.6%	3.8%	9.3%	-
Teacher Attrition	26	26	13	37	-	8.0%	8.0%	4.0%	10.9%	-
Attrition from Transfers	6	3	0	1	-	1.9%	0.9%	0.0%	0.3%	-
Attrition from Exits	20	23	13	36	-	6.2%	7.1%	4.0%	10.6%	-
District Retention										
Educator Retention	336	336	352	347	-	91.8%	91.6%	96.2%	89.9%	-
Teacher Retention	297	298	311	303	-	92.0%	92.0%	96.0%	89.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.1%	3.0%	14.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.2%	0.0%	13.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.6%	1.9%	7.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.2%	1.7%	12.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.7%	3.7%	5.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.2%	0.0%	7.8%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.9%	9.3%	13.3%	16.5%	16.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.8%	5.8%	8.6%	9.6%	7.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.3%	0.3%	0.8%	0.3%	0.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.3%	93.5%	92.3%	92.0%	92.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.5%	6.3%	6.8%	7.8%	7.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	16.6	16.0	16.9	17.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.1	19.6	19.0	20.0	21.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-6	7	-8	2	-	-	-	-	-
% Change in Educators	0.0%	-4.8%	5.9%	-6.4%	1.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	11	-132	39	-16	98	-	-	-	-	-
% Change in Enrollment:	0.5%	-6.3%	2.0%	-0.8%	4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.8%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	5.1%	6.4%	4.3%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.5%	10.2%	9.6%	11.1%	10.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.1%	4.3%	4.1%	1.7%	0.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	14.3%	16.7%	25.0%	40.0%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	45.0	45.8	46.0	46.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.9	15.9	16.2	16.0	16.3	13.8	13.7	13.7	13.4	13.3
Average Salary	37,292	37,437	38,957	39,828	40,859	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.9%	4.1%	3.9%	2.1%	1.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.6%	85.0%	84.8%	84.8%	85.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.6%	11.0%	10.5%	9.1%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	17.4%	na	19.9%	19.6%	21.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	1.0%	0.0%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

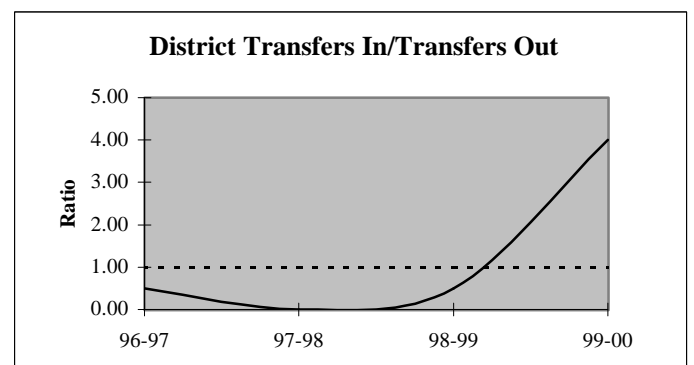
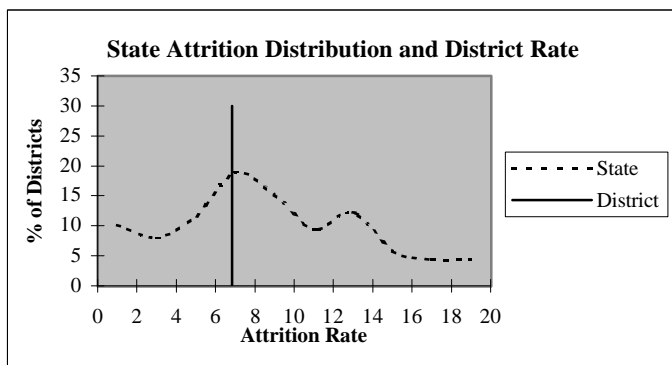
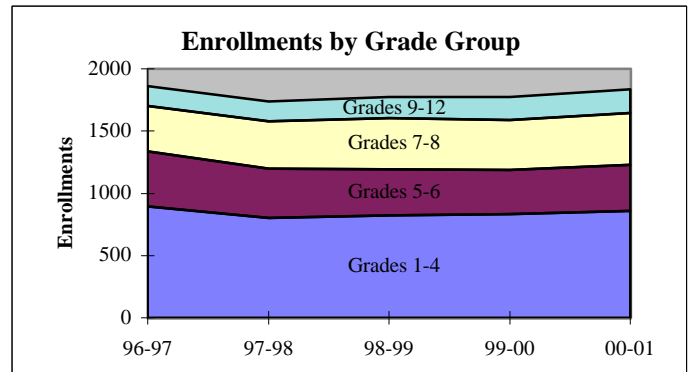
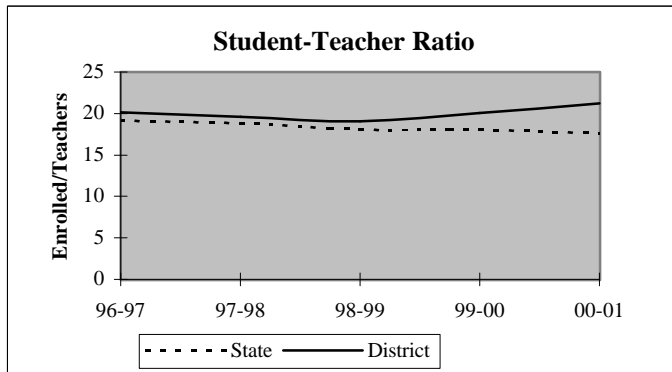
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	124	118	125	117	119	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	116	104	116	104	109	93.5%	88.1%	92.8%	88.9%	91.6%
Newly Hired	8	14	9	13	10	6.5%	11.9%	7.2%	11.1%	8.4%
Transfers In	1	2	1	4	1	12.5%	14.3%	11.1%	30.8%	10.0%
Reentrants	6	7	3	3	4	75.0%	50.0%	33.3%	23.1%	40.0%
First Time Educators	1	5	5	6	5	12.5%	35.7%	55.6%	46.2%	50.0%
Total Exiting Next Year	20	2	21	8	-	16.1%	1.7%	16.8%	6.8%	-
Transfers Out	2	0	2	1	-	10.0%	0.0%	9.5%	12.5%	-
Leave Tennessee Educ.	18	2	19	7	-	90.0%	100.0%	90.5%	87.5%	-

Dynamics Rates	District Rates				
District Attrition	16.1%	1.7%	16.8%	6.8%	-
Transfers In/Out	0.50	nc	0.50	4.00	-

District Report for: ATHENS

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	124	118	125	117	119	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	6	8	5	8	5.6%	5.1%	6.4%	4.3%	6.7%
Professional Staff	13	12	12	13	13	10.5%	10.2%	9.6%	11.1%	10.9%
Total Teachers	104	100	105	99	98	83.9%	84.7%	84.0%	84.6%	82.4%
Special Education	11	11	11	9	9	10.6%	11.0%	10.5%	9.1%	9.2%
Pre-K & Kindergarten	8	9	9	10	12	7.7%	9.0%	8.6%	10.1%	12.2%
Elementary (1-4)	52	49	54	52	49	50.0%	49.0%	51.4%	52.5%	50.0%
Middle School (5-6)	16	15	14	11	14	15.4%	15.0%	13.3%	11.1%	14.3%
Jr. High (7-8)	13	12	13	14	12	12.5%	12.0%	12.4%	14.1%	12.2%
High School (9-12)	4	4	4	3	2	3.8%	4.0%	3.8%	3.0%	2.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	0	25.0%	25.0%	25.0%	33.3%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	1	1	1	1	1	25.0%	25.0%	25.0%	33.3%	50.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	2	2	2	1	1	50.0%	50.0%	50.0%	33.3%	50.0%

Total Enrollments	2,092	1,960	1,999	1,983	2,081	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	210	202	210	197	232	10.0%	10.3%	10.5%	9.9%	11.1%
Grades 1-4	895	804	823	835	860	42.8%	41.0%	41.2%	42.1%	41.3%
Grades 5-6	444	395	369	355	371	21.2%	20.2%	18.5%	17.9%	17.8%
Grades 7-8	365	380	412	398	414	17.4%	19.4%	20.6%	20.1%	19.9%
Grades 9-12	157	160	171	184	191	7.5%	8.2%	8.6%	9.3%	9.2%
Ungraded	21	19	14	14	13	1.0%	1.0%	0.7%	0.7%	0.6%



District Report for: ATHENS

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	6	8	5	8	5.7%	5.2%	6.6%	4.3%	6.8%
White - Females	1	1	2	2	3	14.3%	16.7%	25.0%	40.0%	37.5%
White - Males	6	5	6	3	5	85.7%	83.3%	75.0%	60.0%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	11	11	13	13	10.7%	9.6%	9.0%	11.3%	11.1%
White - Females	10	9	9	10	11	76.9%	81.8%	81.8%	76.9%	84.6%
White - Males	2	1	1	3	2	15.4%	9.1%	9.1%	23.1%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	0	0	7.7%	9.1%	9.1%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	102	98	103	97	96	83.6%	85.2%	84.4%	84.3%	82.1%
White - Females	82	79	83	80	81	80.4%	80.6%	80.6%	82.5%	84.4%
White - Males	16	15	16	15	14	15.7%	15.3%	15.5%	15.5%	14.6%
Black - Females	4	4	4	2	1	3.9%	4.1%	3.9%	2.1%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	1	1	0	1	2.1%	1.1%	1.1%	0.0%	1.2%
25-29	10	9	8	5	6	10.3%	10.0%	8.7%	6.0%	7.3%
30-34	13	8	7	7	4	13.4%	8.9%	7.6%	8.3%	4.9%
35-39	3	6	7	8	9	3.1%	6.7%	7.6%	9.5%	11.0%
40-45	15	11	11	9	7	15.5%	12.2%	12.0%	10.7%	8.5%
45-49	21	20	18	20	17	21.6%	22.2%	19.6%	23.8%	20.7%
50-54	20	21	25	21	21	20.6%	23.3%	27.2%	25.0%	25.6%
55+	13	14	15	14	17	13.4%	15.6%	16.3%	16.7%	20.7%
Average Age	44.1	45.0	45.8	46.0	46.5					

Experience Distribution

Teachers by Experience

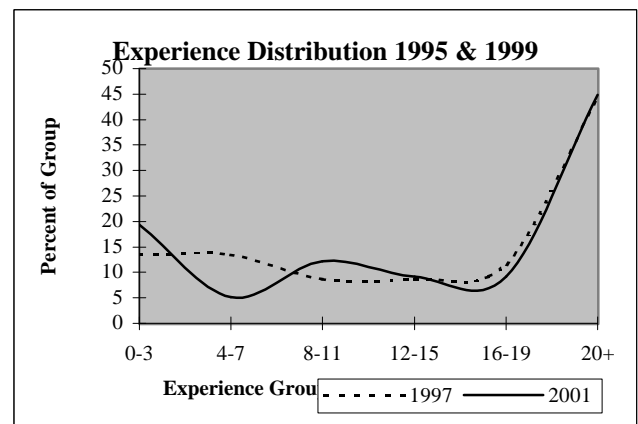
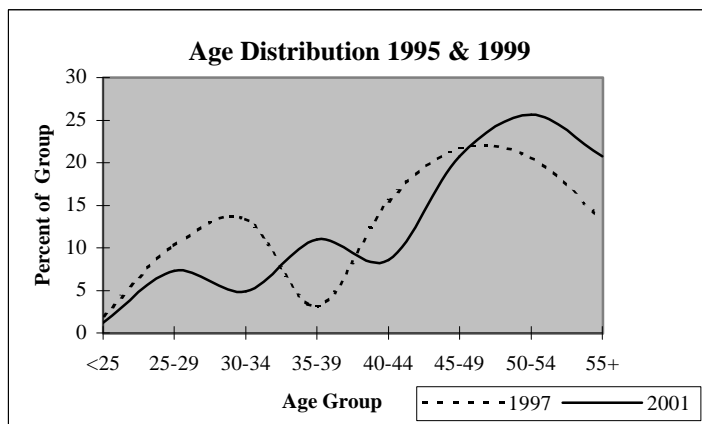
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	14	12	14	17	19	13.5%	12.0%	13.3%	17.2%	19.4%
4-7 Years	14	14	14	9	5	13.5%	14.0%	13.3%	9.1%	5.1%
8-11 Years	9	12	12	11	12	8.7%	12.0%	11.4%	11.1%	12.2%
12-15 Years	9	6	6	9	9	8.7%	6.0%	5.7%	9.1%	9.2%
16-19 Years	12	13	15	10	9	11.5%	13.0%	14.3%	10.1%	9.2%
20+ Years	46	43	44	43	44	44.2%	43.0%	41.9%	43.4%	44.9%
Average Experience	15.9	15.9	16.2	16.0	16.3					

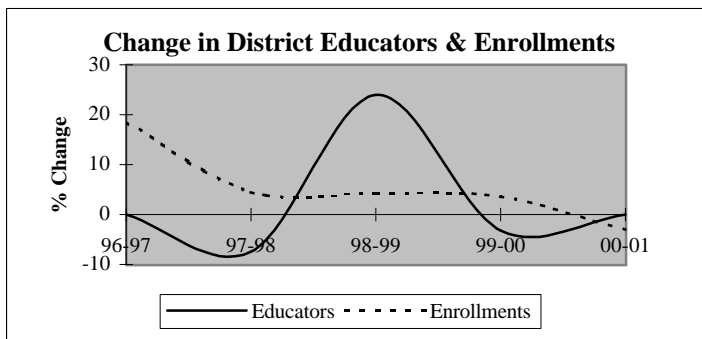
District Report for: ATHENS

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	20	2	21	8	-	16.1%	1.7%	16.8%	6.8%	-
Attrition from Transfers	2	0	2	1	-	1.6%	0.0%	1.6%	0.9%	-
Attrition from Exits	18	2	19	7	-	14.5%	1.7%	15.2%	6.0%	-
Teacher Attrition	16	2	15	7	-	15.4%	2.0%	14.3%	7.1%	-
Attrition from Transfers	1	0	1	1	-	1.0%	0.0%	1.0%	1.0%	-
Attrition from Exits	15	2	14	6	-	14.4%	2.0%	13.3%	6.1%	-
District Retention										
Educator Retention	104	116	104	109	-	83.9%	98.3%	83.2%	93.2%	-
Teacher Retention	88	98	90	92	-	84.6%	98.0%	85.7%	92.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.9%	5.3%	15.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	75.0%	0.0%	25.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	73.7%	5.3%	21.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	57.1%	0.0%	42.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	80.0%	6.7%	13.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.3%	0.0%	6.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	4.6%	8.6%	11.5%	11.9%	12.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.5%	6.4%	9.2%	6.8%	6.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.8%	0.0%	0.8%	0.0%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	89.8%	92.8%	92.3%	90.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.6%	10.2%	6.4%	7.7%	7.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.1	16.0	13.4	14.4	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.4	19.0	15.4	16.6	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-2	6	-1	0	-	-	-	-	-
% Change in Educators	0.0%	-7.4%	24.0%	-3.2%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	60	17	17	15	-13	-	-	-	-	-
% Change in Enrollment:	18.6%	4.5%	4.3%	3.6%	-3.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	11.1%	12.0%	9.7%	6.7%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	7.4%	4.0%	3.2%	6.7%	6.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	66.7%	66.7%	66.7%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.6	41.6	39.7	41.8	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	10.5	11.0	9.5	11.0	11.3	13.8	13.7	13.7	13.4	13.3
Average Salary	31,409	31,686	32,111	33,648	33,476	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	86.4%	81.0%	85.2%	80.8%	80.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.6%	14.3%	14.8%	7.7%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.2%	na	3.0%	4.2%	6.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.3%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

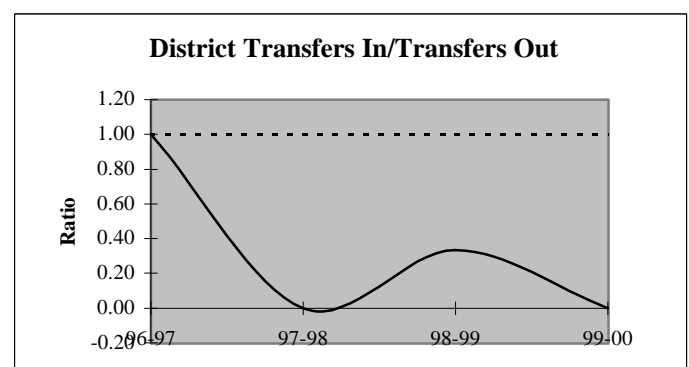
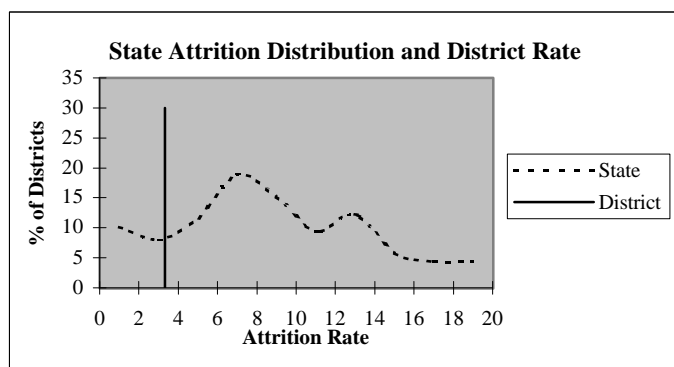
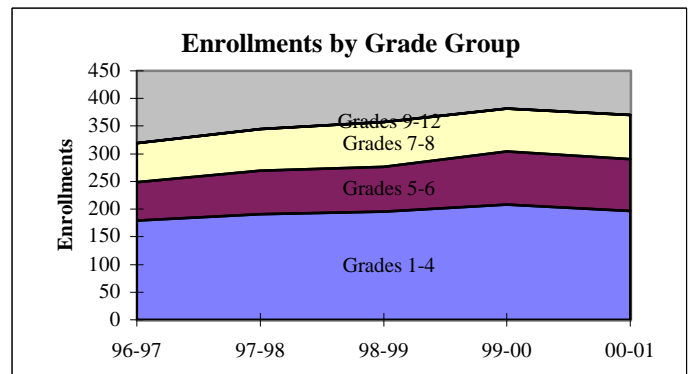
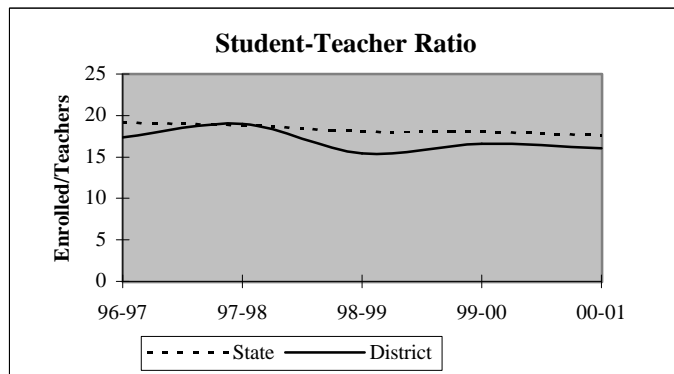
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	27	25	31	30	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	23	25	24	29	88.9%	92.0%	80.6%	80.0%	96.7%
Newly Hired	3	2	6	6	1	11.1%	8.0%	19.4%	20.0%	3.3%
Transfers In	1	1	1	0	0	33.3%	50.0%	16.7%	0.0%	0.0%
Reentrants	1	0	2	3	1	33.3%	0.0%	33.3%	50.0%	100.0%
First Time Educators	1	1	3	3	0	33.3%	50.0%	50.0%	50.0%	0.0%
Total Exiting Next Year	4	0	7	1	-	14.8%	0.0%	22.6%	3.3%	-
Transfers Out	1	0	3	0	-	25.0%	0.0%	42.9%	0.0%	-
Leave Tennessee Educ.	3	0	4	1	-	75.0%	0.0%	57.1%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	14.8%	0.0%	22.6%	3.3%	-
Transfers In/Out	1.00	nc	0.33	nc	-

District Report for: ETOWAH

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	27	25	31	30	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	11.1%	12.0%	9.7%	6.7%	6.7%
Professional Staff	2	1	1	2	2	7.4%	4.0%	3.2%	6.7%	6.7%
Total Teachers	22	21	27	26	26	81.5%	84.0%	87.1%	86.7%	86.7%
Special Education	3	3	4	2	2	13.6%	14.3%	14.8%	7.7%	7.7%
Pre-K & Kindergarten	3	1	3	3	2	13.6%	4.8%	11.1%	11.5%	7.7%
Elementary (1-4)	10	9	12	14	14	45.5%	42.9%	44.4%	53.8%	53.8%
Middle School (5-6)	3	4	4	3	4	13.6%	19.0%	14.8%	11.5%	15.4%
Jr. High (7-8)	3	4	4	4	4	13.6%	19.0%	14.8%	15.4%	15.4%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	382	399	416	431	418	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	53	57	49	48	16.5%	13.3%	13.7%	11.4%	11.5%
Grades 1-4	179	191	195	208	197	46.9%	47.9%	46.9%	48.3%	47.1%
Grades 5-6	70	78	82	96	93	18.3%	19.5%	19.7%	22.3%	22.2%
Grades 7-8	70	76	81	78	80	18.3%	19.0%	19.5%	18.1%	19.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	1	0	0	0.0%	0.3%	0.2%	0.0%	0.0%



District Report for: ETOWAH

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	3	3	2	2	11.1%	12.0%	9.7%	6.7%	6.7%
White - Females	2	2	2	0	0	66.7%	66.7%	66.7%	0.0%	0.0%
White - Males	1	1	1	2	2	33.3%	33.3%	33.3%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	1	1	2	2	7.4%	4.0%	3.2%	6.7%	6.7%
White - Females	2	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	22	21	27	26	26	81.5%	84.0%	87.1%	86.7%	86.7%
White - Females	19	17	23	21	21	86.4%	81.0%	85.2%	80.8%	80.8%
White - Males	3	4	4	5	5	13.6%	19.0%	14.8%	19.2%	19.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	0	0	0	0.0%	5.0%	0.0%	0.0%	0.0%
25-29	3	2	7	4	3	14.3%	10.0%	29.2%	19.0%	15.0%
30-34	6	4	4	4	4	28.6%	20.0%	16.7%	19.0%	20.0%
35-39	1	3	2	3	4	4.8%	15.0%	8.3%	14.3%	20.0%
40-45	3	2	2	2	2	14.3%	10.0%	8.3%	9.5%	10.0%
45-49	3	3	3	1	1	14.3%	15.0%	12.5%	4.8%	5.0%
50-54	2	2	3	2	2	9.5%	10.0%	12.5%	9.5%	10.0%
55+	3	3	3	5	4	14.3%	15.0%	12.5%	23.8%	20.0%
Average Age	40.6	41.6	39.7	41.8	41.5					

Experience Distribution

Teachers by Experience

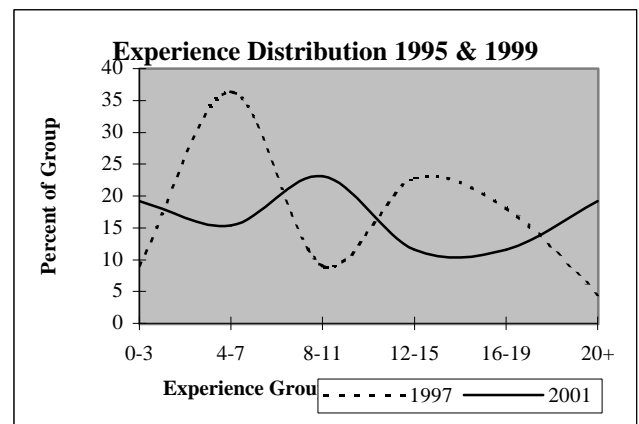
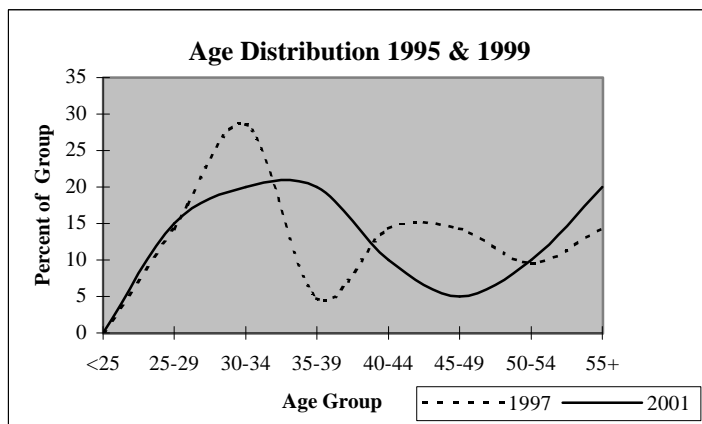
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	2	2	8	6	5	9.1%	9.5%	29.6%	23.1%	19.2%
4-7 Years	8	7	5	3	4	36.4%	33.3%	18.5%	11.5%	15.4%
8-11 Years	2	2	3	5	6	9.1%	9.5%	11.1%	19.2%	23.1%
12-15 Years	5	4	2	3	3	22.7%	19.0%	7.4%	11.5%	11.5%
16-19 Years	4	4	6	4	3	18.2%	19.0%	22.2%	15.4%	11.5%
20+ Years	1	2	3	5	5	4.5%	9.5%	11.1%	19.2%	19.2%
Average Experience	10.5	11.0	9.5	11.0	11.3					

District Report for: ETOWAH

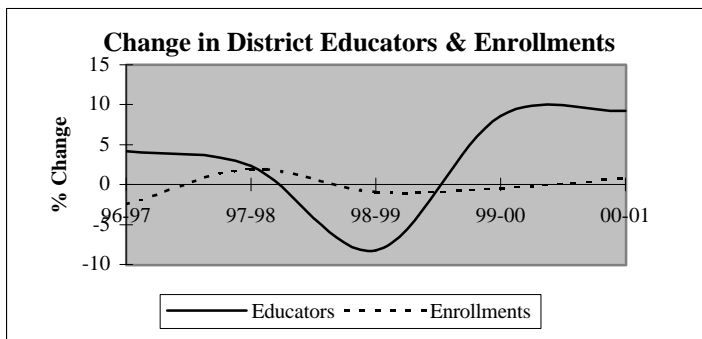
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	4	0	7	1	-	14.8%	0.0%	22.6%	3.3%	-
Attrition from Transfers	1	0	3	0	-	3.7%	0.0%	9.7%	0.0%	-
Attrition from Exits	3	0	4	1	-	11.1%	0.0%	12.9%	3.3%	-
Teacher Attrition	3	0	4	1	-	13.6%	0.0%	14.8%	3.8%	-
Attrition from Transfers	1	0	3	0	-	4.5%	0.0%	11.1%	0.0%	-
Attrition from Exits	2	0	1	1	-	9.1%	0.0%	3.7%	3.8%	-
District Retention										
Educator Retention	23	25	24	29	-	85.2%	100.0%	77.4%	96.7%	-
Teacher Retention	19	21	23	25	-	86.4%	100.0%	85.2%	96.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.7%	14.3%	0.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.0%	20.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	60.0%	20.0%	20.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	75.0%	25.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	6.9%	17.2%	25.8%	20.0%	20.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.9%	10.3%	22.6%	16.7%	10.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	3.7%	0.0%	3.2%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.9%	96.0%	80.6%	80.0%	90.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	3.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.4%	4.0%	16.1%	20.0%	6.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MCNAIRY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.4	14.3	15.5	14.2	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.0	16.8	18.1	16.7	15.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	12	7	-25	24	28	-	-	-	-	-
% Change in Educators	4.2%	2.4%	-8.2%	8.6%	9.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-109	83	-42	-20	35	-	-	-	-	-
% Change in Enrollment	-2.5%	1.9%	-1.0%	-0.5%	0.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.3%	1.0%	0.7%	0.7%	10.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.1%	4.9%	6.1%	5.9%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.4%	9.9%	8.2%	9.2%	8.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.2%	2.8%	3.8%	3.5%	3.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	5.6%	6.7%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	61.1%	66.7%	52.9%	50.0%	47.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.5	43.3	43.7	44.8	45.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.7	13.2	13.1	13.0	13.0	13.8	13.7	13.7	13.4	13.3
Average Salary	29,550	29,707	30,742	31,377	32,556	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.0%	2.5%	3.6%	3.4%	3.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.9%	75.3%	78.2%	79.0%	77.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.2%	6.2%	6.3%	6.6%	6.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	9.8%	na	9.9%	10.1%	10.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	1.2%	1.4%	1.2%	1.5%	1.7%	1.6%	1.8%	1.8%	1.8%

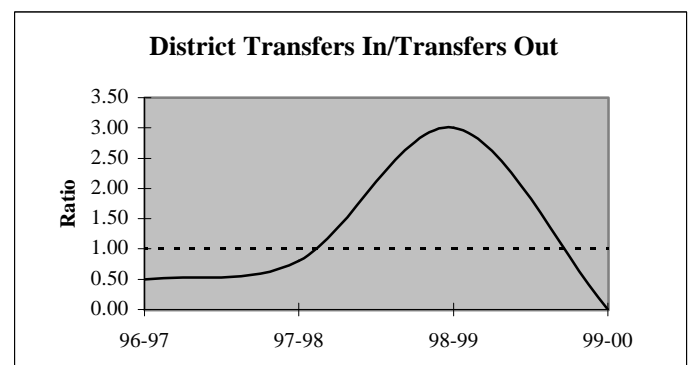
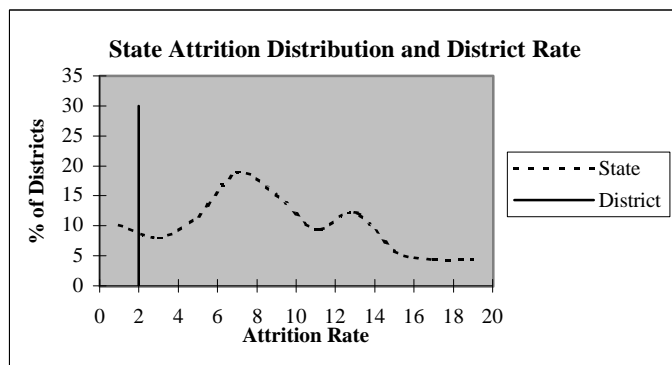
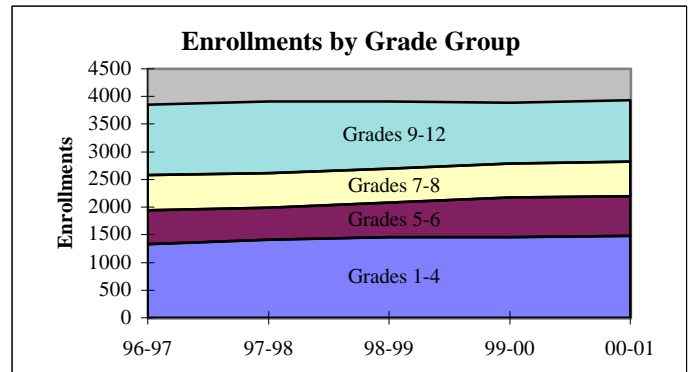
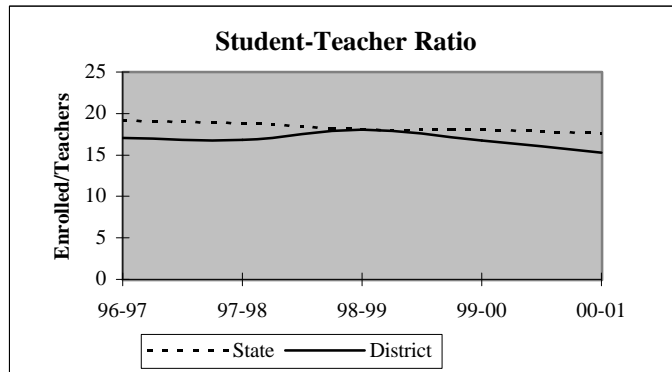
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	297	304	279	303	331	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	271	278	255	262	297	91.2%	91.4%	91.4%	86.5%	89.7%
Newly Hired	26	26	24	41	34	8.8%	8.6%	8.6%	13.5%	10.3%
Transfers In	2	4	3	5	4	7.7%	15.4%	12.5%	12.2%	11.8%
Reentrants	11	10	12	10	15	42.3%	38.5%	50.0%	24.4%	44.1%
First Time Educators	13	12	9	26	15	50.0%	46.2%	37.5%	63.4%	44.1%
Total Exiting Next Year	19	49	17	6	-	6.4%	16.1%	6.1%	2.0%	-
Transfers Out	4	5	1	0	-	21.1%	10.2%	5.9%	0.0%	-
Leave Tennessee Educ.	15	44	16	6	-	78.9%	89.8%	94.1%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	6.4%	16.1%	6.1%	2.0%	-
Transfers In/Out	0.50	0.80	3.00	nc	-

District Report for: MCNAIRY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	297	304	279	303	331	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	15	17	18	19	6.1%	4.9%	6.1%	5.9%	5.7%
Professional Staff	28	30	23	28	28	9.4%	9.9%	8.2%	9.2%	8.5%
Total Teachers	251	259	239	257	284	84.5%	85.2%	85.7%	84.8%	85.8%
Special Education	18	16	15	17	19	7.2%	6.2%	6.3%	6.6%	6.7%
Pre-K & Kindergarten	14	15	16	17	20	5.6%	5.8%	6.7%	6.6%	7.0%
Elementary (1-4)	88	91	84	97	93	35.1%	35.1%	35.1%	37.7%	32.7%
Middle School (5-6)	26	29	28	29	38	10.4%	11.2%	11.7%	11.3%	13.4%
Jr. High (7-8)	24	24	26	27	27	9.6%	9.3%	10.9%	10.5%	9.5%
High School (9-12)	81	84	70	70	87	32.3%	32.4%	29.3%	27.2%	30.6%
Business	3	0	0	1	1	3.7%	0.0%	0.0%	1.4%	1.1%
Language Arts	10	11	11	9	12	12.3%	13.1%	15.7%	12.9%	13.8%
Social Studies	8	6	5	8	10	9.9%	7.1%	7.1%	11.4%	11.5%
Foreign Language	3	3	3	3	2	3.7%	3.6%	4.3%	4.3%	2.3%
Mathematics	11	9	8	11	10	13.6%	10.7%	11.4%	15.7%	11.5%
Science	7	8	8	5	6	8.6%	9.5%	11.4%	7.1%	6.9%
Vocational Education	16	21	17	15	20	19.8%	25.0%	24.3%	21.4%	23.0%
Other High School	23	26	18	18	26	28.4%	31.0%	25.7%	25.7%	29.9%

Total Enrollments	4,274	4,357	4,315	4,295	4,330	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	364	396	362	362	331	8.5%	9.1%	8.4%	8.4%	7.6%
Grades 1-4	1,336	1,417	1,459	1,462	1,477	31.3%	32.5%	33.8%	34.0%	34.1%
Grades 5-6	604	567	629	714	718	14.1%	13.0%	14.6%	16.6%	16.6%
Grades 7-8	634	630	609	607	629	14.8%	14.5%	14.1%	14.1%	14.5%
Grades 9-12	1,277	1,296	1,218	1,099	1,109	29.9%	29.7%	28.2%	25.6%	25.6%
Ungraded	59	51	38	51	66	1.4%	1.2%	0.9%	1.2%	1.5%



District Report for: MCNAIRY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	18	15	17	18	19	6.4%	5.2%	6.4%	6.3%	6.2%
White - Females	11	10	9	9	9	61.1%	66.7%	52.9%	50.0%	47.4%
White - Males	6	4	8	9	10	33.3%	26.7%	47.1%	50.0%	52.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	5.6%	6.7%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	30	23	28	27	10.0%	10.4%	8.7%	9.9%	8.8%
White - Females	22	24	17	22	20	78.6%	80.0%	73.9%	78.6%	74.1%
White - Males	5	5	4	4	5	17.9%	16.7%	17.4%	14.3%	18.5%
Black - Females	1	1	2	2	2	3.6%	3.3%	8.7%	7.1%	7.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	235	243	224	238	260	83.6%	84.4%	84.8%	83.8%	85.0%
White - Females	179	182	172	185	202	76.2%	74.9%	76.8%	77.7%	77.7%
White - Males	49	55	44	45	50	20.9%	22.6%	19.6%	18.9%	19.2%
Black - Females	7	6	8	8	8	3.0%	2.5%	3.6%	3.4%	3.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	0	0	1	0.5%	0.5%	0.0%	0.0%	0.5%
25-29	23	22	16	13	6	10.6%	10.0%	8.0%	6.7%	3.0%
30-34	28	23	24	20	28	12.9%	10.5%	12.1%	10.3%	13.9%
35-39	36	40	32	27	27	16.6%	18.2%	16.1%	13.8%	13.4%
40-45	27	29	28	32	34	12.4%	13.2%	14.1%	16.4%	16.8%
45-49	48	44	32	30	24	22.1%	20.0%	16.1%	15.4%	11.9%
50-54	32	32	38	40	44	14.7%	14.5%	19.1%	20.5%	21.8%
55+	22	29	29	33	38	10.1%	13.2%	14.6%	16.9%	18.8%
Average Age	42.5	43.3	43.7	44.8	45.3					

Experience Distribution

Teachers by Experience

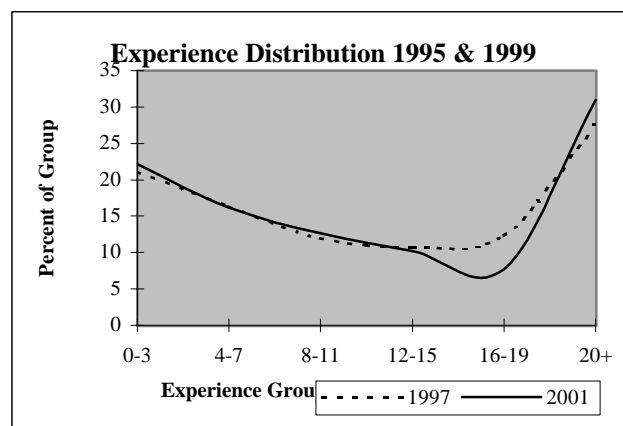
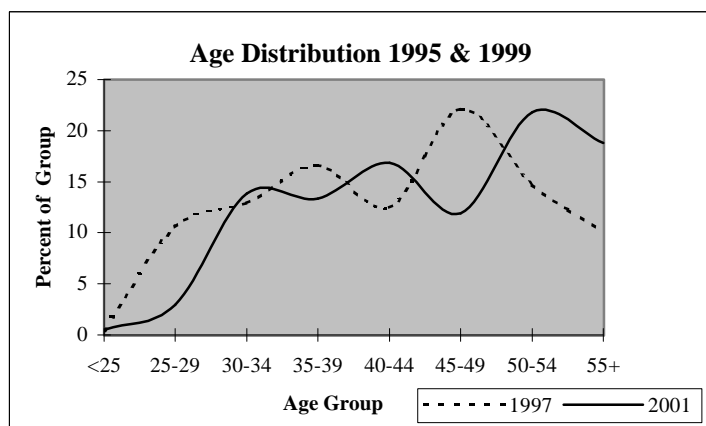
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	53	54	46	54	63	21.1%	20.8%	19.2%	21.0%	22.2%
4-7 Years	41	37	40	45	46	16.3%	14.3%	16.7%	17.5%	16.2%
8-11 Years	30	38	30	32	36	12.0%	14.7%	12.6%	12.5%	12.7%
12-15 Years	27	23	25	24	29	10.8%	8.9%	10.5%	9.3%	10.2%
16-19 Years	31	35	29	26	22	12.4%	13.5%	12.1%	10.1%	7.7%
20+ Years	69	72	69	76	88	27.5%	27.8%	28.9%	29.6%	31.0%
Average Experience	12.7	13.2	13.1	13.0	13.0					

District Report for: MCNAIRY COUNTY

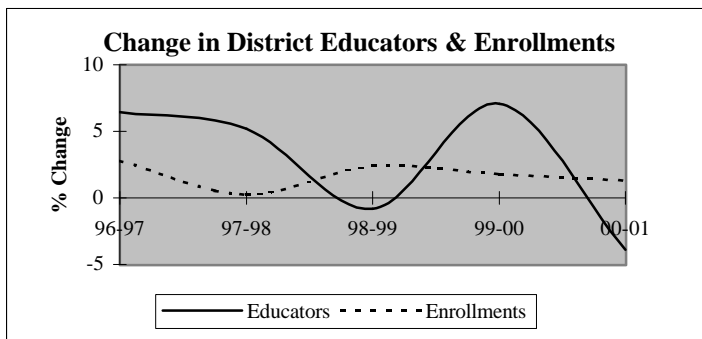
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	19	49	17	6	-	6.4%	16.1%	6.1%	2.0%	-
Attrition from Transfers	4	5	1	0	-	1.3%	1.6%	0.4%	0.0%	-
Attrition from Exits	15	44	16	6	-	5.1%	14.5%	5.7%	2.0%	-
Teacher Attrition	15	37	17	5	-	6.0%	14.3%	7.1%	1.9%	-
Attrition from Transfers	4	3	1	0	-	1.6%	1.2%	0.4%	0.0%	-
Attrition from Exits	11	34	16	5	-	4.4%	13.1%	6.7%	1.9%	-
District Retention										
Educator Retention	278	255	262	297	-	93.6%	83.9%	93.9%	98.0%	-
Teacher Retention	236	222	222	252	-	94.0%	85.7%	92.9%	98.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	90.0%	0.0%	10.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	86.9%	0.0%	13.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.9%	1.7%	10.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.1%	1.6%	9.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.6%	0.0%	9.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.8%	4.1%	4.1%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.0%	11.9%	13.5%	16.8%	19.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.8%	7.3%	7.6%	7.6%	7.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.0%	2.3%	2.2%	0.7%	2.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	90.5%	90.3%	87.1%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	7.2%	7.5%	11.9%	9.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MACON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.6	14.9	15.4	14.6	15.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.1	17.2	17.9	16.9	17.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	14	12	-2	17	-10	-	-	-	-	-
% Change in Educators	6.5%	5.2%	-0.8%	7.1%	-3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	98	9	87	66	49	-	-	-	-	-
% Change in Enrollment:	2.8%	0.2%	2.4%	1.8%	1.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	0.8%	0.0%	1.9%	1.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.9%	3.7%	5.0%	4.7%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.0%	9.9%	9.1%	8.9%	8.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	1.3%	1.3%	1.7%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	16.7%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.4	39.4	39.5	40.0	40.9	43.3	43.5	43.6	43.7	43.9
Average Experience	11.0	10.6	10.7	11.1	11.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,208	29,589	31,737	32,440	33,297	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.5%	1.6%	1.9%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	70.9%	72.9%	74.4%	74.0%	75.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.0%	9.5%	10.6%	9.9%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.7%	na	1.2%	1.5%	1.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	1.5%	0.9%	0.9%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

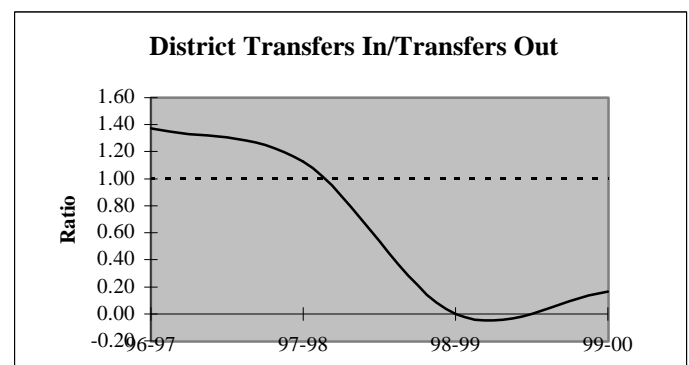
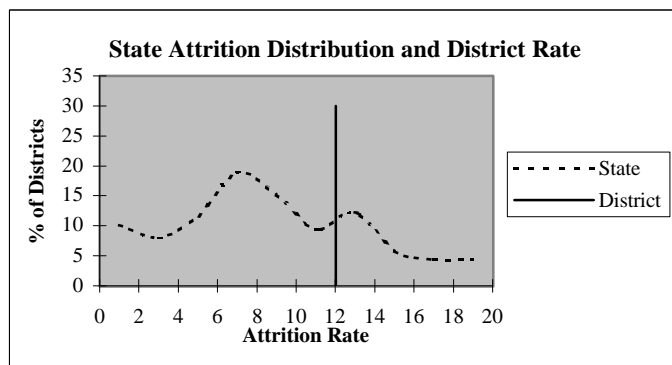
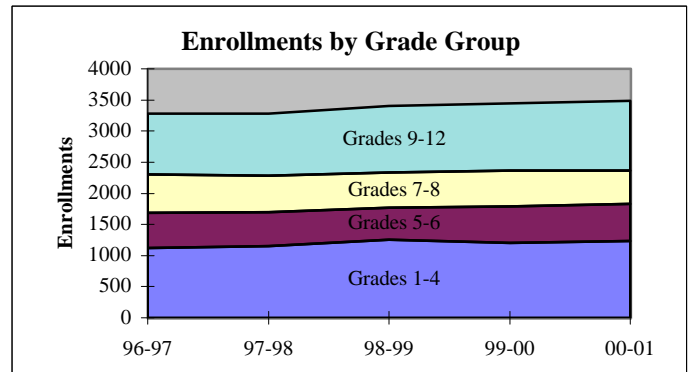
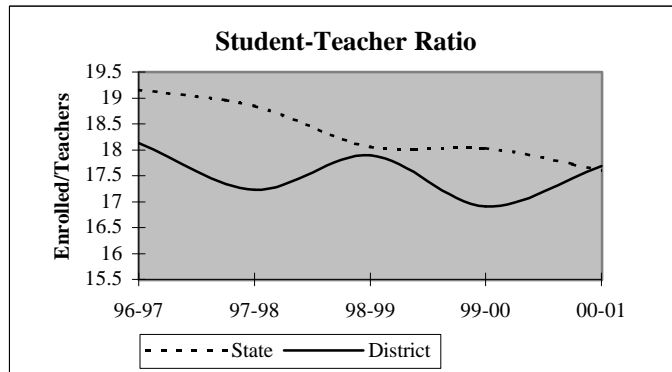
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	231	243	241	258	248	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	206	209	214	237	227	89.2%	86.0%	88.8%	91.9%	91.5%
Newly Hired	25	34	27	21	21	10.8%	14.0%	11.2%	8.1%	8.5%
Transfers In	11	9	1	1	3	44.0%	26.5%	3.7%	4.8%	14.3%
Reentrants	2	6	4	5	5	8.0%	17.6%	14.8%	23.8%	23.8%
First Time Educators	12	19	22	15	13	48.0%	55.9%	81.5%	71.4%	61.9%
Total Exiting Next Year	22	29	4	31	-	9.5%	11.9%	1.7%	12.0%	-
Transfers Out	8	8	0	6	-	36.4%	27.6%	0.0%	19.4%	-
Leave Tennessee Educ.	14	21	4	25	-	63.6%	72.4%	100.0%	80.6%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	9.5%	11.9%	1.7%	12.0%	-
Transfers In/Out	1.38	1.13	nc	0.17	-

District Report for: MACON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	231	243	241	258	248	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	12	12	12	3.9%	3.7%	5.0%	4.7%	4.8%
Professional Staff	23	24	22	23	20	10.0%	9.9%	9.1%	8.9%	8.1%
Total Teachers	199	210	207	223	216	86.1%	86.4%	85.9%	86.4%	87.1%
Special Education	16	20	22	22	21	8.0%	9.5%	10.6%	9.9%	9.7%
Pre-K & Kindergarten	16	15	19	19	20	8.0%	7.1%	9.2%	8.5%	9.3%
Elementary (1-4)	67	74	69	74	72	33.7%	35.2%	33.3%	33.2%	33.3%
Middle School (5-6)	23	23	21	22	21	11.6%	11.0%	10.1%	9.9%	9.7%
Jr. High (7-8)	24	23	28	30	25	12.1%	11.0%	13.5%	13.5%	11.6%
High School (9-12)	53	55	48	56	57	26.6%	26.2%	23.2%	25.1%	26.4%
Business	3	2	3	2	3	5.7%	3.6%	6.3%	3.6%	5.3%
Language Arts	6	4	5	5	6	11.3%	7.3%	10.4%	8.9%	10.5%
Social Studies	4	4	4	5	5	7.5%	7.3%	8.3%	8.9%	8.8%
Foreign Language	2	2	1	2	2	3.8%	3.6%	2.1%	3.6%	3.5%
Mathematics	6	6	7	6	6	11.3%	10.9%	14.6%	10.7%	10.5%
Science	5	5	4	5	4	9.4%	9.1%	8.3%	8.9%	7.0%
Vocational Education	18	17	14	17	15	34.0%	30.9%	29.2%	30.4%	26.3%
Other High School	9	15	10	14	16	17.0%	27.3%	20.8%	25.0%	28.1%

Total Enrollments	3,609	3,618	3,705	3,771	3,820	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	293	286	297	287	301	8.1%	7.9%	8.0%	7.6%	7.9%
Grades 1-4	1,125	1,150	1,257	1,207	1,237	31.2%	31.8%	33.9%	32.0%	32.4%
Grades 5-6	562	545	512	586	597	15.6%	15.1%	13.8%	15.5%	15.6%
Grades 7-8	614	591	570	577	535	17.0%	16.3%	15.4%	15.3%	14.0%
Grades 9-12	981	992	1,061	1,079	1,119	27.2%	27.4%	28.6%	28.6%	29.3%
Ungraded	34	54	8	35	31	0.9%	1.5%	0.2%	0.9%	0.8%



District Report for: MACON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	9	12	12	12	4.1%	3.8%	5.3%	5.0%	5.1%
White - Females	3	3	2	2	2	33.3%	33.3%	16.7%	16.7%	16.7%
White - Males	6	6	10	10	10	66.7%	66.7%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	24	22	23	20	10.4%	10.3%	9.7%	9.5%	8.5%
White - Females	20	20	19	20	17	87.0%	83.3%	86.4%	87.0%	85.0%
White - Males	3	4	3	3	3	13.0%	16.7%	13.6%	13.0%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	201	193	207	202	85.6%	85.9%	85.0%	85.5%	86.3%
White - Females	136	147	147	156	155	71.6%	73.1%	76.2%	75.4%	76.7%
White - Males	52	51	43	47	44	27.4%	25.4%	22.3%	22.7%	21.8%
Black - Females	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	2	1	0.0%	0.5%	0.5%	1.0%	0.5%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	11	12	9	7	2	6.0%	6.4%	5.1%	3.8%	1.1%
25-29	34	36	29	25	24	18.7%	19.3%	16.4%	13.5%	13.6%
30-34	25	25	27	37	34	13.7%	13.4%	15.3%	20.0%	19.2%
35-39	21	25	28	28	29	11.5%	13.4%	15.8%	15.1%	16.4%
40-45	26	18	16	16	14	14.3%	9.6%	9.0%	8.6%	7.9%
45-49	38	37	31	30	27	20.9%	19.8%	17.5%	16.2%	15.3%
50-54	14	20	21	26	34	7.7%	10.7%	11.9%	14.1%	19.2%
55+	13	14	16	16	13	7.1%	7.5%	9.0%	8.6%	7.3%
Average Age	39.4	39.4	39.5	40.0	40.9					

Experience Distribution

Teachers by Experience

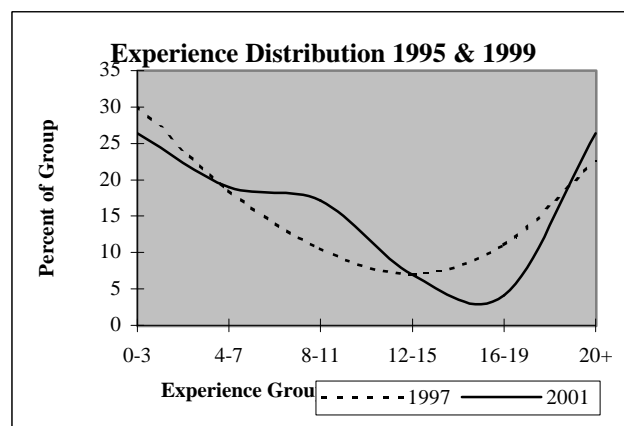
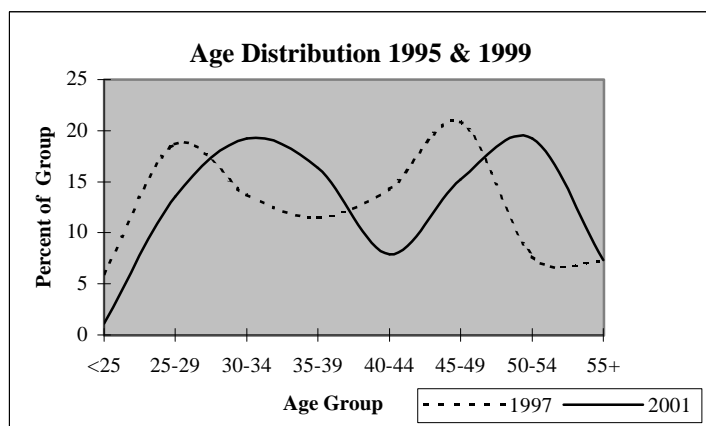
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	60	62	54	59	57	30.2%	29.5%	26.1%	26.5%	26.4%
4-7 Years	37	49	60	59	41	18.6%	23.3%	29.0%	26.5%	19.0%
8-11 Years	21	20	15	24	37	10.6%	9.5%	7.2%	10.8%	17.1%
12-15 Years	14	14	15	16	15	7.0%	6.7%	7.2%	7.2%	6.9%
16-19 Years	22	17	15	13	9	11.1%	8.1%	7.2%	5.8%	4.2%
20+ Years	45	48	48	52	57	22.6%	22.9%	23.2%	23.3%	26.4%
Average Experience	11.0	10.6	10.7	11.1	11.5					

District Report for: MACON COUNTY

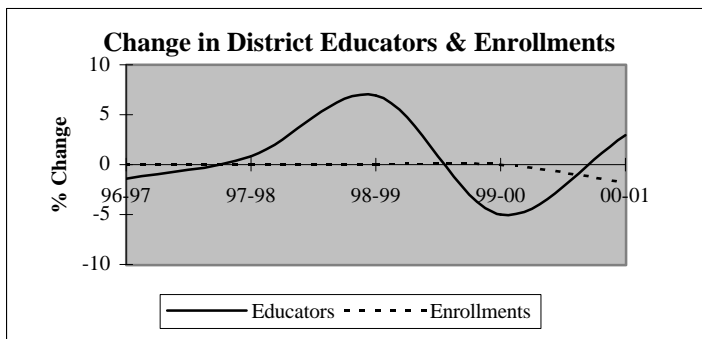
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	22	29	4	31	-	9.5%	11.9%	1.7%	12.0%	-
Attrition from Transfers	8	8	0	6	-	3.5%	3.3%	0.0%	2.3%	-
Attrition from Exits	14	21	4	25	-	6.1%	8.6%	1.7%	9.7%	-
Teacher Attrition	21	24	4	26	-	10.6%	11.4%	1.9%	11.7%	-
Attrition from Transfers	8	7	0	5	-	4.0%	3.3%	0.0%	2.2%	-
Attrition from Exits	13	17	4	21	-	6.5%	8.1%	1.9%	9.4%	-
District Retention										
Educator Retention	209	214	237	227	-	90.5%	88.1%	98.3%	88.0%	-
Teacher Retention	178	186	203	197	-	89.4%	88.6%	98.1%	88.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.6%	8.1%	16.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.1%	6.5%	10.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.2%	4.4%	4.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	92.9%	2.9%	4.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.5%	1.4%	4.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	96.9%	0.0%	3.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	15.4%	21.4%	26.1%	25.6%	25.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.1%	13.7%	16.8%	14.3%	12.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.9%	1.2%	0.8%	0.4%	2.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.1%	88.1%	88.0%	91.5%	90.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	10.3%	11.2%	8.1%	7.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: JACKSON-MADISON CO



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.0	14.4	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	0.0	0.0	0.0	16.9	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	-14	8	69	-53	30	-	-	-	-	-
% Change in Educators	-1.4%	0.8%	6.9%	-5.0%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	0	0	0	14,560	-257	-	-	-	-	-
% Change in Enrollment:	#####	#####	#####	#####	-1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.2%	0.4%	0.2%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.2%	4.1%	3.6%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.0%	11.0%	10.9%	11.1%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	22.2%	23.1%	23.7%	24.5%	24.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	33.3%	35.9%	36.6%	34.4%	31.6%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	26.8%	31.0%	29.5%	36.1%	40.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.2	44.9	45.6	45.7	46.1	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	15.6	15.8	15.5	15.4	13.8	13.7	13.7	13.4	13.3
Average Salary	26,432	37,514	38,999	40,119	39,403	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	22.3%	23.4%	23.8%	24.5%	24.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	82.2%	81.9%	80.9%	80.5%	80.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.4%	12.8%	13.6%	13.3%	13.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	49.7%	na	52.6%	53.6%	54.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	na	1.3%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

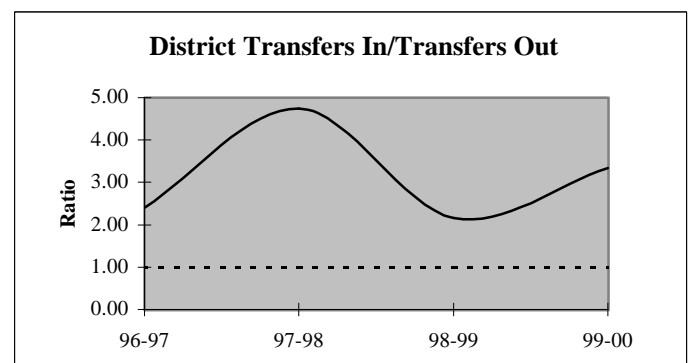
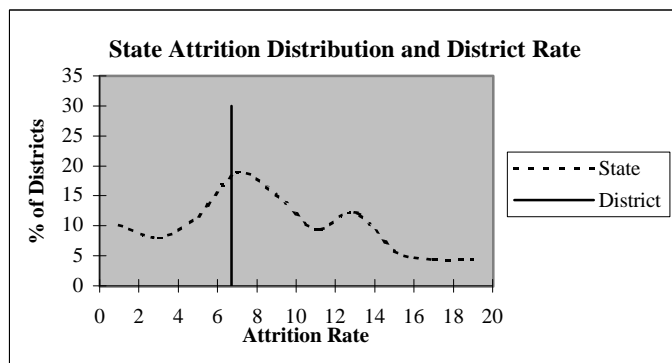
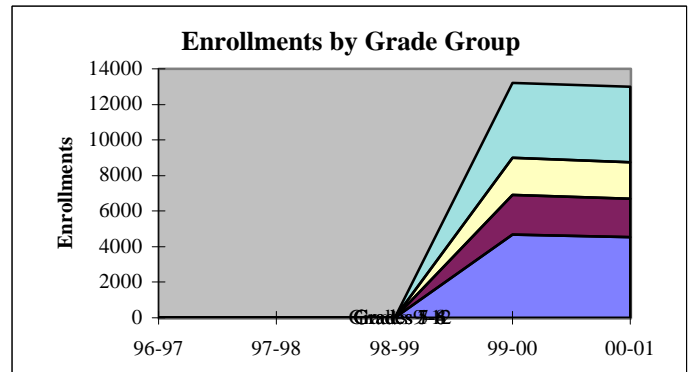
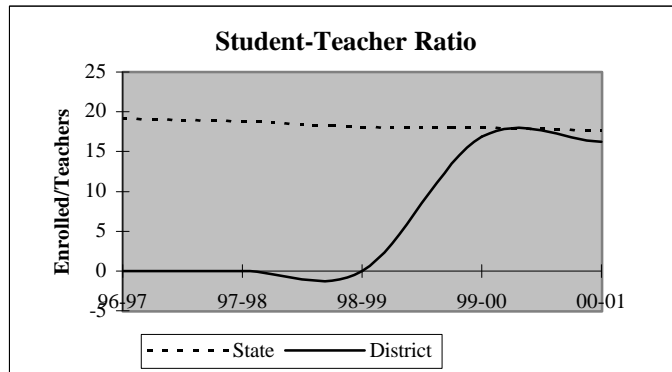
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	987	995	1,064	1,011	1,041	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	921	923	979	920	943	93.3%	92.8%	92.0%	91.0%	90.6%
Newly Hired	66	72	85	91	98	6.7%	7.2%	8.0%	9.0%	9.4%
Transfers In	24	19	26	20	19	36.4%	26.4%	30.6%	22.0%	19.4%
Reentrants	18	27	32	33	35	27.3%	37.5%	37.6%	36.3%	35.7%
First Time Educators	24	26	27	38	44	36.4%	36.1%	31.8%	41.8%	44.9%
Total Exiting Next Year	64	16	144	68	-	6.5%	1.6%	13.5%	6.7%	-
Transfers Out	10	4	12	6	-	15.6%	25.0%	8.3%	8.8%	-
Leave Tennessee Educ.	54	12	132	62	-	84.4%	75.0%	91.7%	91.2%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	1.6%	13.5%	6.7%	-
Transfers In/Out	2.40	4.75	2.17	3.33	-

District Report for: JACKSON-MADISON CO

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	987	995	1,064	1,011	1,041	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	41	42	44	36	44	4.2%	4.2%	4.1%	3.6%	4.2%
Professional Staff	99	109	116	112	114	10.0%	11.0%	10.9%	11.1%	11.0%
Total Teachers	847	844	904	863	883	85.8%	84.8%	85.0%	85.4%	84.8%
Special Education	105	108	123	115	118	12.4%	12.8%	13.6%	13.3%	13.4%
Pre-K & Kindergarten	61	58	62	57	55	7.2%	6.9%	6.9%	6.6%	6.2%
Elementary (1-4)	298	295	306	306	310	35.2%	35.0%	33.8%	35.5%	35.1%
Middle School (5-6)	86	84	96	95	104	10.2%	10.0%	10.6%	11.0%	11.8%
Jr. High (7-8)	92	94	95	82	88	10.9%	11.1%	10.5%	9.5%	10.0%
High School (9-12)	205	205	222	208	208	24.2%	24.3%	24.6%	24.1%	23.6%
Business	6	8	10	8	9	2.9%	3.9%	4.5%	3.8%	4.3%
Language Arts	28	30	31	30	30	13.7%	14.6%	14.0%	14.4%	14.4%
Social Studies	26	26	27	26	28	12.7%	12.7%	12.2%	12.5%	13.5%
Foreign Language	11	10	10	9	10	5.4%	4.9%	4.5%	4.3%	4.8%
Mathematics	25	24	28	28	29	12.2%	11.7%	12.6%	13.5%	13.9%
Science	18	18	20	15	19	8.8%	8.8%	9.0%	7.2%	9.1%
Vocational Education	38	37	38	40	36	18.5%	18.0%	17.1%	19.2%	17.3%
Other High School	53	52	58	52	47	25.9%	25.4%	26.1%	25.0%	22.6%

Total Enrollments	0	0	0	14,560	14,303	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	1,119	1,060	0.0%	0.0%	0.0%	7.7%	7.4%
Grades 1-4	0	0	0	4,686	4,541	0.0%	0.0%	0.0%	32.2%	31.7%
Grades 5-6	0	0	0	2,214	2,168	0.0%	0.0%	0.0%	15.2%	15.2%
Grades 7-8	0	0	0	2,100	2,045	0.0%	0.0%	0.0%	14.4%	14.3%
Grades 9-12	0	0	0	4,206	4,249	0.0%	0.0%	0.0%	28.9%	29.7%
Ungraded	0	0	0	235	240	0.0%	0.0%	0.0%	1.6%	1.7%



District Report for: JACKSON-MADISON CO

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	39	39	41	32	38	4.3%	4.3%	4.2%	3.5%	4.0%
White - Females	9	8	8	7	10	23.1%	20.5%	19.5%	21.9%	26.3%
White - Males	17	17	18	14	16	43.6%	43.6%	43.9%	43.8%	42.1%
Black - Females	2	4	4	4	5	5.1%	10.3%	9.8%	12.5%	13.2%
Black - Males	11	10	11	7	7	28.2%	25.6%	26.8%	21.9%	18.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	93	102	108	106	109	10.2%	11.1%	11.1%	11.5%	11.5%
White - Females	66	74	79	76	80	71.0%	72.5%	73.1%	71.7%	73.4%
White - Males	11	11	9	7	7	11.8%	10.8%	8.3%	6.6%	6.4%
Black - Females	14	16	19	22	20	15.1%	15.7%	17.6%	20.8%	18.3%
Black - Males	2	1	1	1	1	2.2%	1.0%	0.9%	0.9%	0.9%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	781	775	824	780	798	85.5%	84.6%	84.7%	85.0%	84.4%
White - Females	497	491	515	486	500	63.6%	63.4%	62.5%	62.3%	62.7%
White - Males	110	103	113	103	103	14.1%	13.3%	13.7%	13.2%	12.9%
Black - Females	152	155	166	162	165	19.5%	20.0%	20.1%	20.8%	20.7%
Black - Males	21	25	29	28	29	2.7%	3.2%	3.5%	3.6%	3.6%
Other - Females	1	1	1	1	1	0.1%	0.1%	0.1%	0.1%	0.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	3	1	6	5	0.1%	0.4%	0.1%	0.9%	0.7%
25-29	41	31	26	16	19	5.5%	4.3%	3.5%	2.3%	2.8%
30-34	66	57	55	53	48	8.9%	7.9%	7.4%	7.8%	7.2%
35-39	97	100	103	87	79	13.0%	13.9%	13.8%	12.8%	11.8%
40-45	156	138	128	110	106	21.0%	19.1%	17.2%	16.2%	15.8%
45-49	173	165	165	161	149	23.3%	22.9%	22.2%	23.6%	22.2%
50-54	137	146	161	164	170	18.4%	20.2%	21.6%	24.1%	25.3%
55+	73	82	105	84	95	9.8%	11.4%	14.1%	12.3%	14.2%
Average Age	44.2	44.9	45.6	45.7	46.1					

Experience Distribution

Teachers by Experience

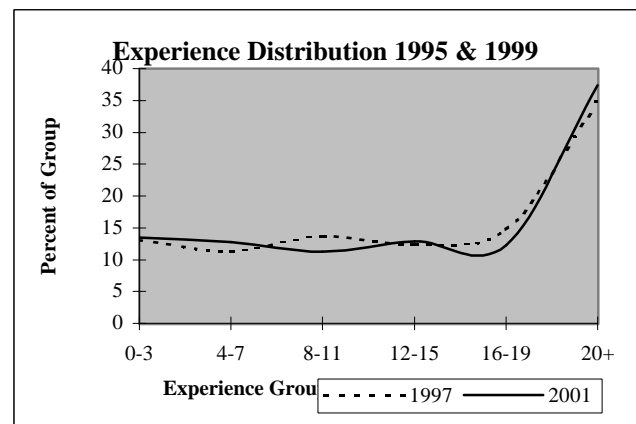
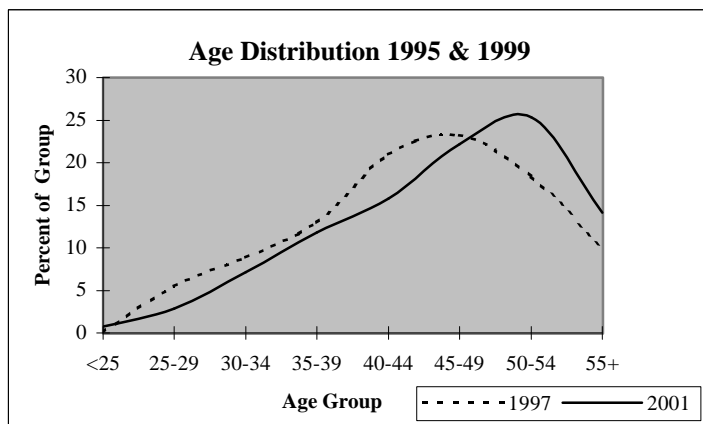
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	111	108	117	112	119	13.1%	12.8%	12.9%	13.0%	13.5%
4-7 Years	96	86	97	108	113	11.3%	10.2%	10.7%	12.5%	12.8%
8-11 Years	116	100	103	98	99	13.7%	11.8%	11.4%	11.4%	11.2%
12-15 Years	105	122	132	116	114	12.4%	14.5%	14.6%	13.4%	12.9%
16-19 Years	125	123	109	101	108	14.8%	14.6%	12.1%	11.7%	12.2%
20+ Years	294	305	346	328	330	34.7%	36.1%	38.3%	38.0%	37.4%
Average Experience	15.2	15.6	15.8	15.5	15.4					

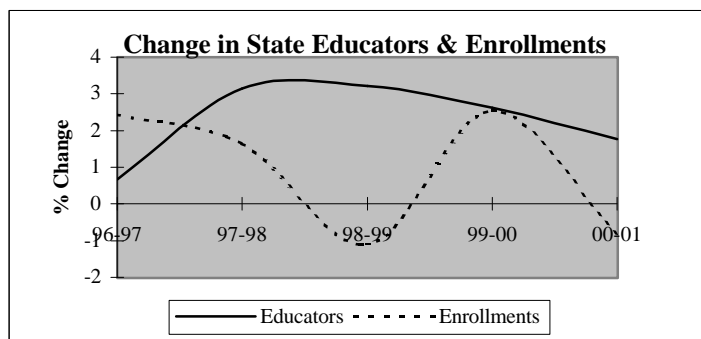
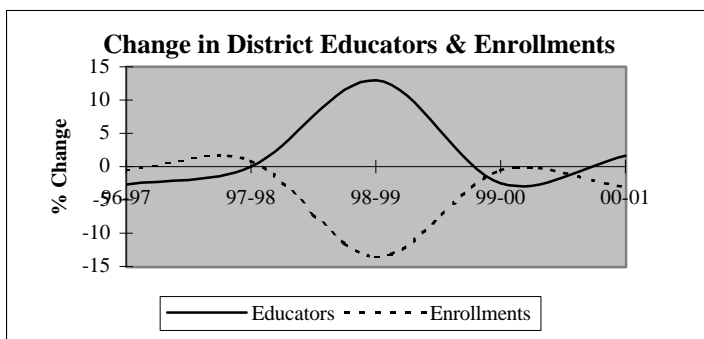
District Report for: JACKSON-MADISON CO

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	64	16	144	68	-	6.5%	1.6%	13.5%	6.7%	-
Attrition from Transfers	10	4	12	6	-	1.0%	0.4%	1.1%	0.6%	-
Attrition from Exits	54	12	132	62	-	5.5%	1.2%	12.4%	6.1%	-
Teacher Attrition	60	14	119	60	-	7.1%	1.7%	13.2%	7.0%	-
Attrition from Transfers	9	4	10	5	-	1.1%	0.5%	1.1%	0.6%	-
Attrition from Exits	51	10	109	55	-	6.0%	1.2%	12.1%	6.4%	-
District Retention										
Educator Retention	923	979	920	943	-	93.5%	98.4%	86.5%	93.3%	-
Teacher Retention	787	830	785	803	-	92.9%	98.3%	86.8%	93.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	77.7%	4.5%	17.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.5%	4.2%	13.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	92.1%	1.6%	6.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.1%	0.7%	11.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	89.5%	0.8%	9.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.9%	0.9%	5.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.2%	9.9%	12.1%	17.2%	18.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	5.9%	6.9%	6.6%	7.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.3%	0.8%	1.1%	0.3%	1.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.2%	93.8%	93.1%	92.5%	90.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.4%	5.4%	5.6%	7.1%	7.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.0	17.2	13.1	13.4	12.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.8	20.1	15.5	15.7	14.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	0	37	-8	5	-	-	-	-	-
% Change in Educators	-2.7%	0.0%	13.0%	-2.5%	1.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	42	-662	-26	-130	-	-	-	-	-
% Change in Enrollment:	-0.5%	0.9%	-13.5%	-0.6%	-3.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.6%	1.3%	8.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.2%	3.5%	3.4%	3.8%	3.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.9%	11.2%	12.1%	11.1%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.0%	4.0%	3.6%	3.4%	3.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	50.0%	54.5%	58.3%	54.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	43.3	44.0	44.7	45.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	14.9	14.9	15.0	14.8	13.8	13.7	13.7	13.4	13.3
Average Salary	30,335	31,320	32,798	33,318	32,570	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.8%	3.8%	3.5%	3.2%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.0%	78.2%	77.2%	76.4%	77.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.8%	9.9%	10.3%	9.4%	9.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.7%	na	5.5%	5.7%	6.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.9%	0.5%	1.1%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

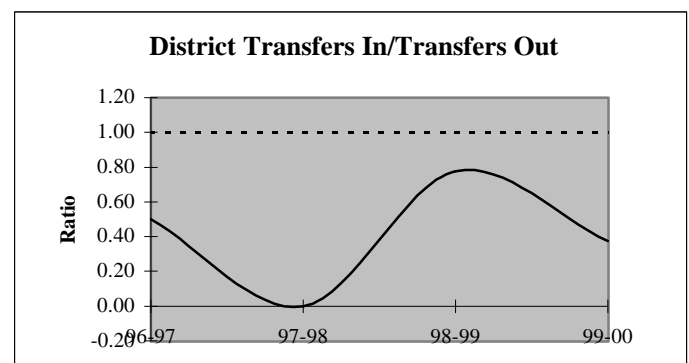
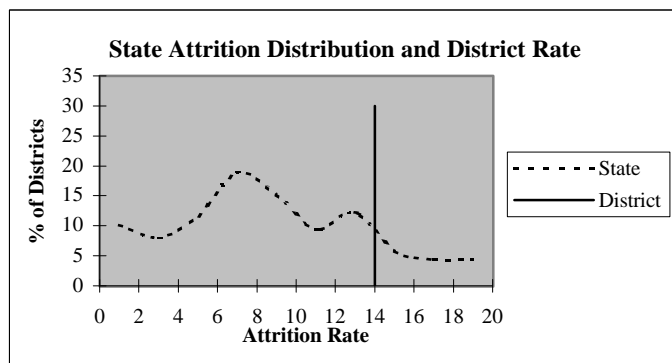
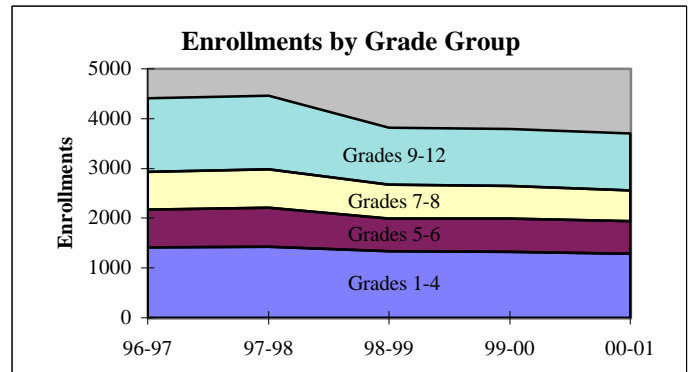
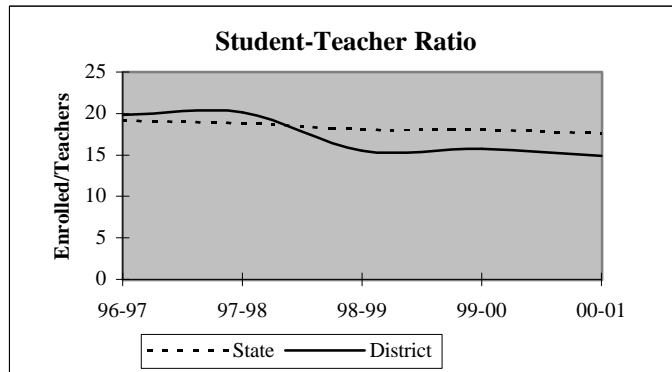
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	285	285	322	314	319	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	263	260	282	278	270	92.3%	91.2%	87.6%	88.5%	84.6%
Newly Hired	22	25	40	36	49	7.7%	8.8%	12.4%	11.5%	15.4%
Transfers In	2	5	7	6	4	9.1%	20.0%	17.5%	16.7%	8.2%
Reentrants	9	9	15	11	22	40.9%	36.0%	37.5%	30.6%	44.9%
First Time Educators	11	11	18	19	23	50.0%	44.0%	45.0%	52.8%	46.9%
Total Exiting Next Year	25	3	44	44	-	8.8%	1.1%	13.7%	14.0%	-
Transfers Out	4	0	9	16	-	16.0%	0.0%	20.5%	36.4%	-
Leave Tennessee Educ.	21	3	35	28	-	84.0%	100.0%	79.5%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	1.1%	13.7%	14.0%	-
Transfers In/Out	0.50	nc	0.78	0.38	-

District Report for: MARION COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	285	285	322	314	319	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	11	12	11	3.2%	3.5%	3.4%	3.8%	3.4%
Professional Staff	31	32	39	35	34	10.9%	11.2%	12.1%	11.1%	10.7%
Total Teachers	245	243	272	267	274	86.0%	85.3%	84.5%	85.0%	85.9%
Special Education	24	24	28	25	26	9.8%	9.9%	10.3%	9.4%	9.5%
Pre-K & Kindergarten	18	19	18	20	20	7.3%	7.8%	6.6%	7.5%	7.3%
Elementary (1-4)	92	82	93	96	100	37.6%	33.7%	34.2%	36.0%	36.5%
Middle School (5-6)	23	27	29	26	30	9.4%	11.1%	10.7%	9.7%	10.9%
Jr. High (7-8)	25	23	25	27	26	10.2%	9.5%	9.2%	10.1%	9.5%
High School (9-12)	63	68	79	73	72	25.7%	28.0%	29.0%	27.3%	26.3%
Business	1	2	2	3	0	1.6%	2.9%	2.5%	4.1%	0.0%
Language Arts	12	8	8	11	10	19.0%	11.8%	10.1%	15.1%	13.9%
Social Studies	6	7	8	8	8	9.5%	10.3%	10.1%	11.0%	11.1%
Foreign Language	3	1	1	3	3	4.8%	1.5%	1.3%	4.1%	4.2%
Mathematics	7	9	10	10	9	11.1%	13.2%	12.7%	13.7%	12.5%
Science	6	7	8	10	10	9.5%	10.3%	10.1%	13.7%	13.9%
Vocational Education	12	15	17	17	17	19.0%	22.1%	21.5%	23.3%	23.6%
Other High School	16	19	25	11	15	25.4%	27.9%	31.6%	15.1%	20.8%

Total Enrollments	4,849	4,891	4,229	4,203	4,073	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	400	390	365	369	324	8.2%	8.0%	8.6%	8.8%	8.0%
Grades 1-4	1,415	1,432	1,342	1,328	1,287	29.2%	29.3%	31.7%	31.6%	31.6%
Grades 5-6	756	775	649	668	651	15.6%	15.8%	15.3%	15.9%	16.0%
Grades 7-8	754	775	687	647	616	15.5%	15.8%	16.2%	15.4%	15.1%
Grades 9-12	1,479	1,474	1,136	1,145	1,144	30.5%	30.1%	26.9%	27.2%	28.1%
Ungraded	45	45	50	46	51	0.9%	0.9%	1.2%	1.1%	1.3%



District Report for: MARION COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	10	11	12	11	3.3%	3.6%	3.6%	4.1%	3.7%
White - Females	4	5	6	7	6	44.4%	50.0%	54.5%	58.3%	54.5%
White - Males	5	5	5	5	5	55.6%	50.0%	45.5%	41.7%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	30	36	34	33	10.5%	10.9%	11.7%	11.5%	11.1%
White - Females	23	24	29	28	27	79.3%	80.0%	80.6%	82.4%	81.8%
White - Males	4	4	5	4	4	13.8%	13.3%	13.9%	11.8%	12.1%
Black - Females	2	2	2	2	2	6.9%	6.7%	5.6%	5.9%	6.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	237	236	260	250	252	86.2%	85.5%	84.7%	84.5%	85.1%
White - Females	182	182	197	191	199	76.8%	77.1%	75.8%	76.4%	79.0%
White - Males	46	45	54	51	46	19.4%	19.1%	20.8%	20.4%	18.3%
Black - Females	6	6	6	5	4	2.5%	2.5%	2.3%	2.0%	1.6%
Black - Males	3	3	3	3	3	1.3%	1.3%	1.2%	1.2%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	3	3	3	0.4%	0.9%	1.2%	1.3%	1.3%
25-29	25	33	29	23	20	10.7%	14.2%	11.6%	9.7%	8.8%
30-34	25	21	27	25	27	10.7%	9.0%	10.8%	10.5%	11.8%
35-39	21	18	22	17	12	9.0%	7.7%	8.8%	7.2%	5.3%
40-45	54	48	39	35	28	23.2%	20.6%	15.5%	14.8%	12.3%
45-49	44	46	52	56	54	18.9%	19.7%	20.7%	23.6%	23.7%
50-54	36	37	40	39	35	15.5%	15.9%	15.9%	16.5%	15.4%
55+	27	28	39	39	49	11.6%	12.0%	15.5%	16.5%	21.5%
Average Age	43.4	43.3	44.0	44.7	45.7					

Experience Distribution

Teachers by Experience

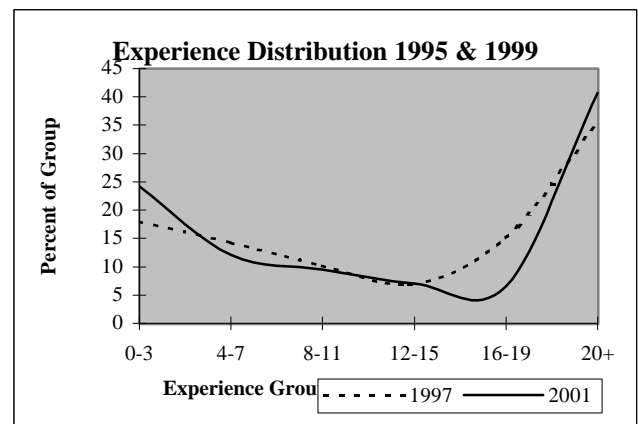
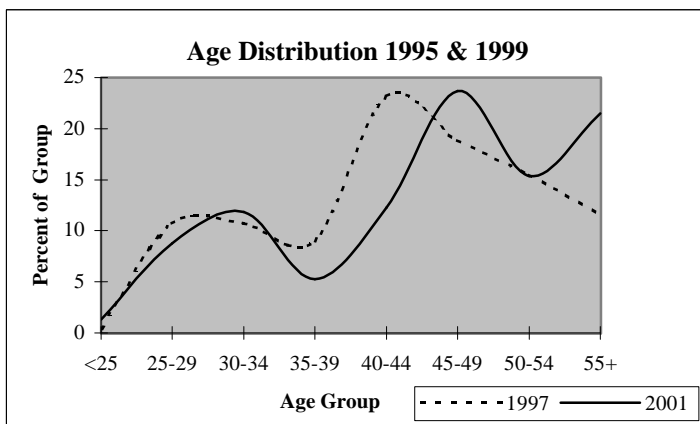
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	44	41	48	54	66	18.0%	16.9%	17.6%	20.2%	24.2%
4-7 Years	35	37	46	43	33	14.3%	15.2%	16.9%	16.1%	12.1%
8-11 Years	25	23	26	24	26	10.2%	9.5%	9.6%	9.0%	9.5%
12-15 Years	17	17	18	17	19	6.9%	7.0%	6.6%	6.4%	7.0%
16-19 Years	37	38	29	21	18	15.1%	15.6%	10.7%	7.9%	6.6%
20+ Years	87	87	105	108	111	35.5%	35.8%	38.6%	40.4%	40.7%
Average Experience	14.6	14.9	14.9	15.0	14.8					

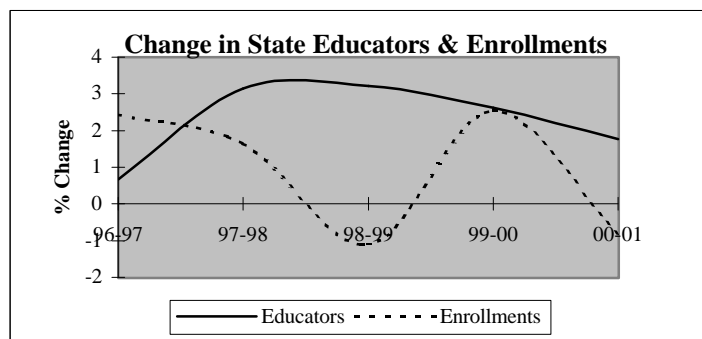
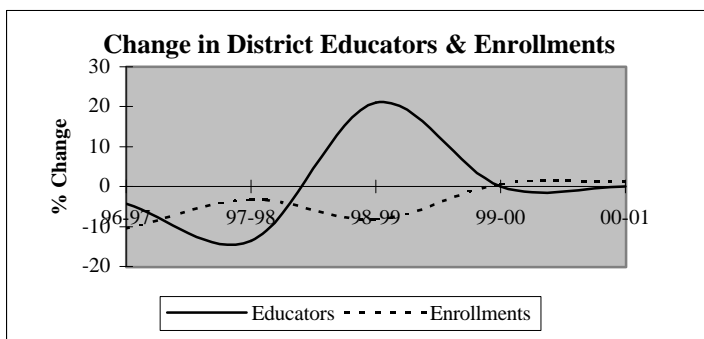
District Report for: MARION COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	25	3	44	44	-	8.8%	1.1%	13.7%	14.0%	-
Attrition from Transfers	4	0	9	16	-	1.4%	0.0%	2.8%	5.1%	-
Attrition from Exits	21	3	35	28	-	7.4%	1.1%	10.9%	8.9%	-
Teacher Attrition	22	3	38	37	-	9.0%	1.2%	14.0%	13.9%	-
Attrition from Transfers	4	0	8	13	-	1.6%	0.0%	2.9%	4.9%	-
Attrition from Exits	18	3	30	24	-	7.3%	1.2%	11.0%	9.0%	-
District Retention										
Educator Retention	260	282	278	270	-	91.2%	98.9%	86.3%	86.0%	-
Teacher Retention	223	240	234	230	-	91.0%	98.8%	86.0%	86.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	4.7%	20.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.7%	6.8%	8.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	82.5%	3.5%	14.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	79.7%	3.4%	16.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.9%	5.5%	3.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	80.8%	5.8%	13.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.8%	12.6%	18.1%	18.1%	18.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	7.4%	11.1%	9.4%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.4%	1.2%	1.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.9%	92.6%	86.3%	89.5%	84.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	2.2%	0.0%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	7.0%	10.2%	9.6%	14.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	15.9	17.8	13.5	13.6	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	18.8	15.5	15.6	15.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	-1	-3	4	0	0	-	-	-	-	-
% Change in Educators	-4.3%	-13.6%	21.1%	0.0%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-41	-11	-28	2	4	-	-	-	-	-
% Change in Enrollment	-10.5%	-3.2%	-8.3%	0.6%	1.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%

Workforce

% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	9.1%	5.3%	8.7%	8.7%	8.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	0.0%	0.0%	4.3%	4.3%	4.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	36.3%	37.4%	38.6%	40.6%	41.5%

Teachers

Average Age	38.8	36.1	37.4	38.1	38.8	43.3	43.5	43.6	43.7	43.9
Average Experience	8.7	6.6	7.1	7.5	8.1	13.8	13.7	13.7	13.4	13.3
Average Salary	29,431	28,155	30,210	32,338	32,454	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	90.0%	88.9%	90.0%	90.0%	85.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.0%	5.6%	5.0%	5.0%	5.0%	10.9%	10.8%	10.9%	10.8%	10.7%

Enrollment

% Minority	0.6%	na	0.7%	3.3%	3.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.3%	0.0%	0.0%	0.0%	0.3%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	22	19	23	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	13	19	19	20	77.3%	68.4%	82.6%	82.6%	87.0%
Newly Hired	5	6	4	4	3	22.7%	31.6%	17.4%	17.4%	13.0%
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	25.0%	0.0%
Reentrants	1	1	1	1	0	20.0%	16.7%	25.0%	25.0%	0.0%
First Time Educators	4	5	3	2	3	80.0%	83.3%	75.0%	50.0%	100.0%
Total Exiting Next Year	9	0	4	3	-	40.9%	0.0%	17.4%	13.0%	-
Transfers Out	2	0	3	1	-	22.2%	0.0%	75.0%	33.3%	-
Leave Tennessee Educ.	7	0	1	2	-	77.8%	0.0%	25.0%	66.7%	-

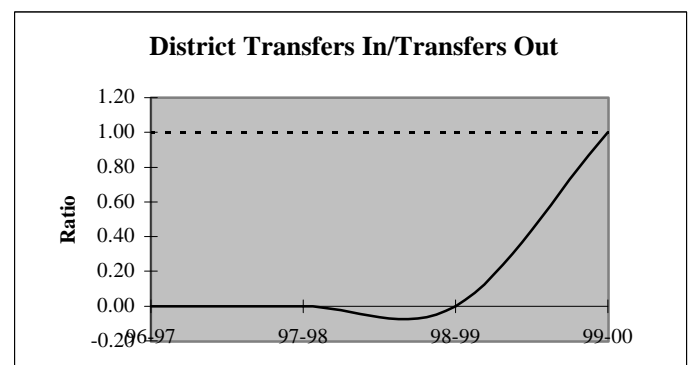
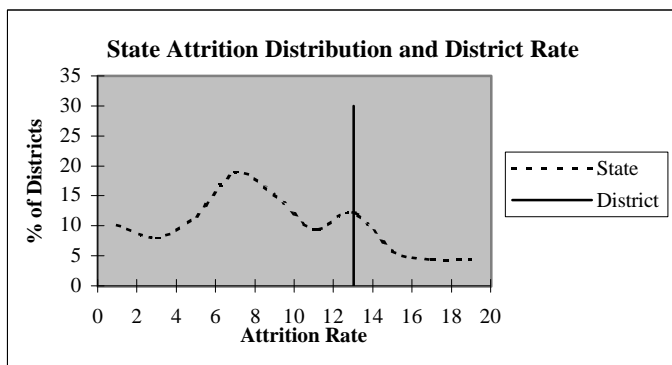
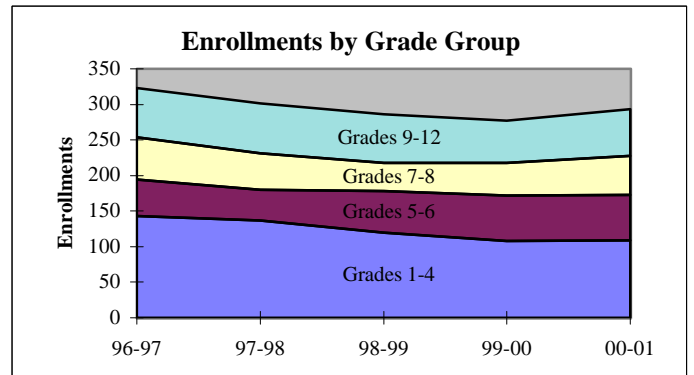
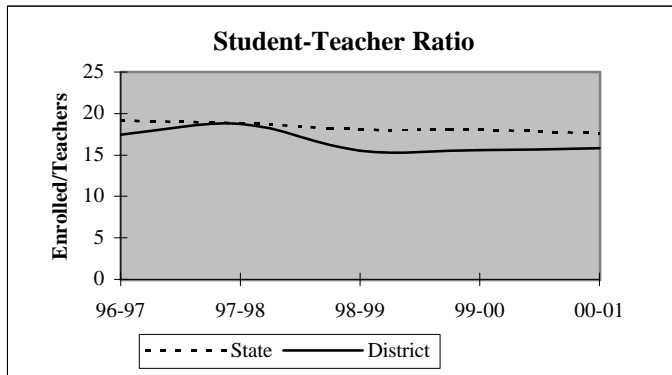
Dynamics Rates

District Rates					
District Attrition	40.9%	0.0%	17.4%	13.0%	-
Transfers In/Out	0.00	nc	0.00	1.00	-

District Report for: RICHARD CITY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	22	19	23	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	2	2	2	9.1%	5.3%	8.7%	8.7%	8.7%
Professional Staff	0	0	1	1	1	0.0%	0.0%	4.3%	4.3%	4.3%
Total Teachers	20	18	20	20	20	90.9%	94.7%	87.0%	87.0%	87.0%
Special Education	1	1	1	1	1	5.0%	5.6%	5.0%	5.0%	5.0%
Pre-K & Kindergarten	1	2	2	2	1	5.0%	11.1%	10.0%	10.0%	5.0%
Elementary (1-4)	8	5	8	7	7	40.0%	27.8%	40.0%	35.0%	35.0%
Middle School (5-6)	3	3	2	3	2	15.0%	16.7%	10.0%	15.0%	10.0%
Jr. High (7-8)	3	4	3	3	4	15.0%	22.2%	15.0%	15.0%	20.0%
High School (9-12)	4	3	4	4	5	20.0%	16.7%	20.0%	20.0%	25.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	1	1	1	1	0.0%	33.3%	25.0%	25.0%	20.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	1	1	1	0.0%	0.0%	25.0%	25.0%	20.0%
Science	0	1	1	0	0	0.0%	33.3%	25.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	4	1	1	2	3	100.0%	33.3%	25.0%	50.0%	60.0%

Total Enrollments	349	338	310	312	316	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	37	24	35	22	7.2%	10.9%	7.7%	11.2%	7.0%
Grades 1-4	143	137	120	108	109	41.0%	40.5%	38.7%	34.6%	34.5%
Grades 5-6	51	43	58	64	64	14.6%	12.7%	18.7%	20.5%	20.3%
Grades 7-8	60	51	40	46	55	17.2%	15.1%	12.9%	14.7%	17.4%
Grades 9-12	69	70	68	59	65	19.8%	20.7%	21.9%	18.9%	20.6%
Ungraded	1	0	0	0	1	0.3%	0.0%	0.0%	0.0%	0.3%



District Report for: RICHARD CITY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	1	2	2	2	9.5%	5.3%	9.1%	9.1%	9.1%
White - Females	2	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	1	1	1	0.0%	0.0%	4.5%	4.5%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	19	18	19	19	19	90.5%	94.7%	86.4%	86.4%	86.4%
White - Females	17	16	17	17	16	89.5%	88.9%	89.5%	89.5%	84.2%
White - Males	2	2	2	2	3	10.5%	11.1%	10.5%	10.5%	15.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	2	2	0	1	0.0%	11.8%	11.8%	0.0%	7.1%
25-29	3	4	3	4	2	18.8%	23.5%	17.6%	26.7%	14.3%
30-34	3	2	2	2	3	18.8%	11.8%	11.8%	13.3%	21.4%
35-39	4	3	2	3	2	25.0%	17.6%	11.8%	20.0%	14.3%
40-45	1	2	4	3	2	6.3%	11.8%	23.5%	20.0%	14.3%
45-49	3	2	2	0	1	18.8%	11.8%	11.8%	0.0%	7.1%
50-54	0	1	1	2	2	0.0%	5.9%	5.9%	13.3%	14.3%
55+	2	1	1	1	1	12.5%	5.9%	5.9%	6.7%	7.1%
Average Age	38.8	36.1	37.4	38.1	38.8					

Experience Distribution

Teachers by Experience

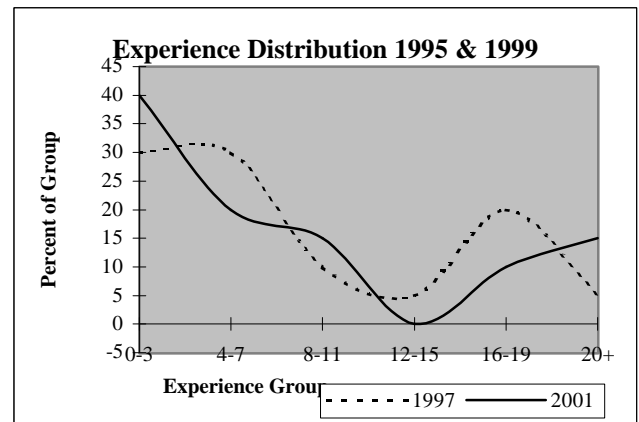
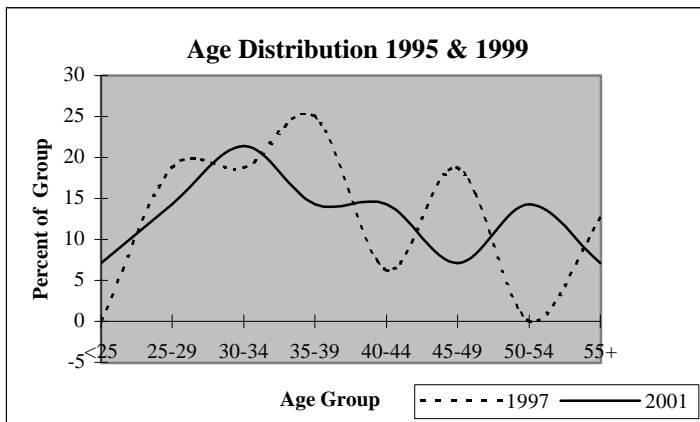
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	6	8	8	9	8	30.0%	44.4%	40.0%	45.0%	40.0%
4-7 Years	6	3	5	4	4	30.0%	16.7%	25.0%	20.0%	20.0%
8-11 Years	2	3	2	2	3	10.0%	16.7%	10.0%	10.0%	15.0%
12-15 Years	1	1	1	1	0	5.0%	5.6%	5.0%	5.0%	0.0%
16-19 Years	4	2	2	1	2	20.0%	11.1%	10.0%	5.0%	10.0%
20+ Years	1	1	2	3	3	5.0%	5.6%	10.0%	15.0%	15.0%
Average Experience	8.7	6.6	7.1	7.5	8.1					

District Report for: RICHARD CITY

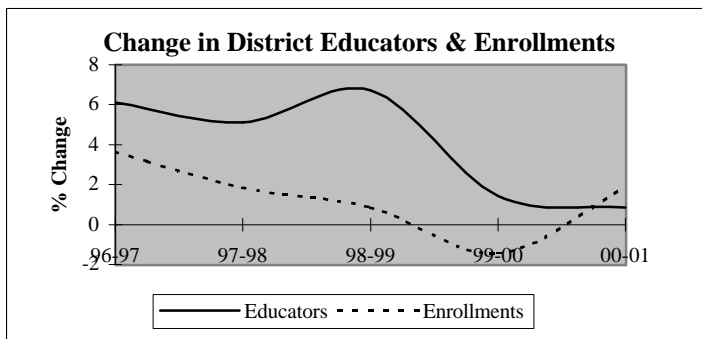
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	0	4	3	-	40.9%	0.0%	17.4%	13.0%	-
Attrition from Transfers	2	0	3	1	-	9.1%	0.0%	13.0%	4.3%	-
Attrition from Exits	7	0	1	2	-	31.8%	0.0%	4.3%	8.7%	-
Teacher Attrition	8	0	4	3	-	40.0%	0.0%	20.0%	15.0%	-
Attrition from Transfers	1	0	3	1	-	5.0%	0.0%	15.0%	5.0%	-
Attrition from Exits	7	0	1	2	-	35.0%	0.0%	5.0%	10.0%	-
District Retention										
Educator Retention	13	19	19	20	-	59.1%	100.0%	82.6%	87.0%	-
Teacher Retention	12	18	16	17	-	60.0%	100.0%	80.0%	85.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	57.1%	7.1%	35.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	72.7%	9.1%	18.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	62.5%	25.0%	12.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	83.3%	0.0%	16.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.5%	22.6%	32.1%	21.7%	21.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	16.1%	21.4%	17.4%	13.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	4.3%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	77.3%	68.4%	82.6%	82.6%	82.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	22.7%	31.6%	17.4%	13.0%	17.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MARSHALL COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.7	15.2	14.4	14.0	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	17.8	16.7	16.3	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	18	16	22	5	3	-	-	-	-	-
% Change in Educators	6.1%	5.1%	6.7%	1.4%	0.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	172	91	42	-74	93	-	-	-	-	-
% Change in Enrollment:	3.6%	1.9%	0.8%	-1.5%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	0.6%	0.6%	1.7%	6.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	4.3%	4.3%	4.8%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.3%	10.4%	9.7%	9.6%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.3%	3.8%	5.6%	5.5%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	13.3%	7.1%	6.7%	5.9%	6.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	35.7%	40.0%	47.1%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.9	41.7	42.0	41.4	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	12.2	12.7	12.5	12.6	13.0	13.8	13.7	13.7	13.4	13.3
Average Salary	30,929	31,985	33,138	34,744	35,215	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.3%	3.0%	4.8%	4.8%	4.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.4%	78.6%	79.1%	78.3%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.2%	11.4%	11.0%	10.9%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.5%	na	10.2%	10.7%	11.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.9%	0.7%	1.5%	1.8%	1.7%	1.6%	1.8%	1.8%	1.8%

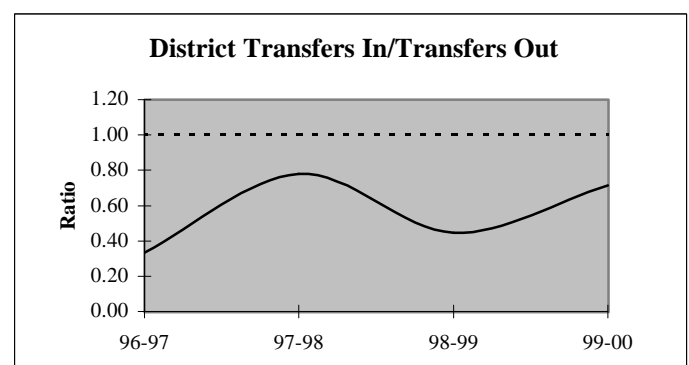
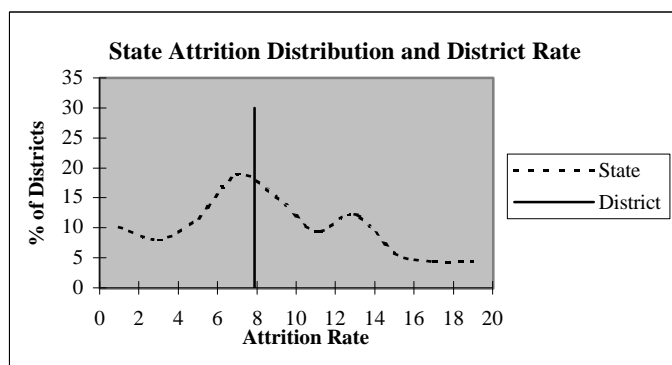
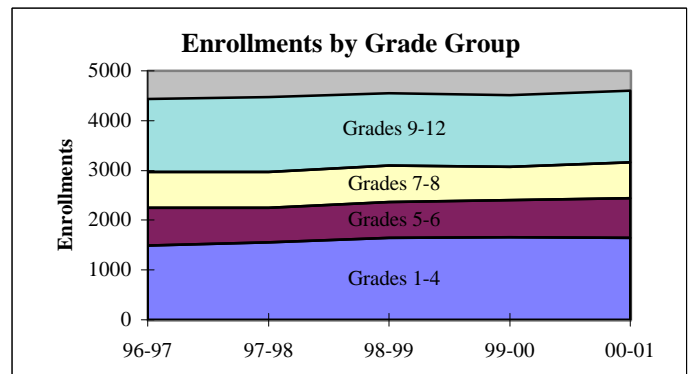
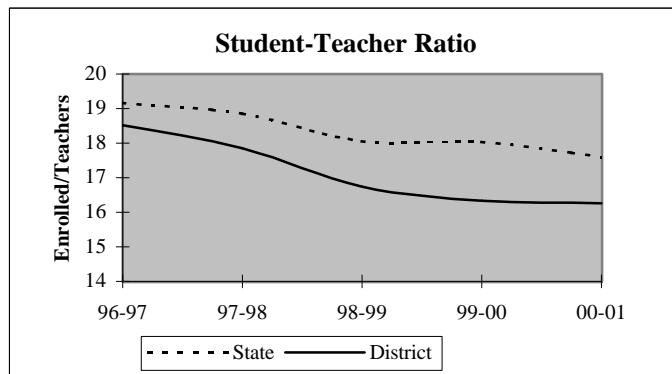
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	312	328	350	355	358	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	267	288	309	315	327	85.6%	87.8%	88.3%	88.7%	91.3%
Newly Hired	45	40	41	40	31	14.4%	12.2%	11.7%	11.3%	8.7%
Transfers In	3	7	4	5	1	6.7%	17.5%	9.8%	12.5%	3.2%
Reentrants	9	16	15	11	13	20.0%	40.0%	36.6%	27.5%	41.9%
First Time Educators	33	17	22	24	17	73.3%	42.5%	53.7%	60.0%	54.8%
Total Exiting Next Year	24	19	35	28	-	7.7%	5.8%	10.0%	7.9%	-
Transfers Out	9	9	9	7	-	37.5%	47.4%	25.7%	25.0%	-
Leave Tennessee Educ.	15	10	26	21	-	62.5%	52.6%	74.3%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	5.8%	10.0%	7.9%	-
Transfers In/Out	0.33	0.78	0.44	0.71	-

District Report for: MARSHALL COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	312	328	350	355	358	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	14	15	17	15	4.8%	4.3%	4.3%	4.8%	4.2%
Professional Staff	32	34	34	34	32	10.3%	10.4%	9.7%	9.6%	8.9%
Total Teachers	265	280	301	304	311	84.9%	85.4%	86.0%	85.6%	86.9%
Special Education	27	32	33	33	32	10.2%	11.4%	11.0%	10.9%	10.3%
Pre-K & Kindergarten	16	20	22	20	21	6.0%	7.1%	7.3%	6.6%	6.8%
Elementary (1-4)	91	94	103	106	114	34.3%	33.6%	34.2%	34.9%	36.7%
Middle School (5-6)	33	30	30	31	31	12.5%	10.7%	10.0%	10.2%	10.0%
Jr. High (7-8)	28	28	30	27	30	10.6%	10.0%	10.0%	8.9%	9.6%
High School (9-12)	70	76	83	87	83	26.4%	27.1%	27.6%	28.6%	26.7%
Business	3	4	5	5	4	4.3%	5.3%	6.0%	5.7%	4.8%
Language Arts	11	8	10	10	11	15.7%	10.5%	12.0%	11.5%	13.3%
Social Studies	9	8	8	10	10	12.9%	10.5%	9.6%	11.5%	12.0%
Foreign Language	2	3	4	4	3	2.9%	3.9%	4.8%	4.6%	3.6%
Mathematics	9	11	11	10	14	12.9%	14.5%	13.3%	11.5%	16.9%
Science	4	7	7	7	8	5.7%	9.2%	8.4%	8.0%	9.6%
Vocational Education	16	17	18	18	16	22.9%	22.4%	21.7%	20.7%	19.3%
Other High School	16	18	20	23	17	22.9%	23.7%	24.1%	26.4%	20.5%

Total Enrollments	4,905	4,996	5,038	4,964	5,057	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	389	424	378	374	366	7.9%	8.5%	7.5%	7.5%	7.2%
Grades 1-4	1,497	1,552	1,641	1,664	1,642	30.5%	31.1%	32.6%	33.5%	32.5%
Grades 5-6	749	702	722	742	801	15.3%	14.1%	14.3%	14.9%	15.8%
Grades 7-8	721	712	733	663	715	14.7%	14.3%	14.5%	13.4%	14.1%
Grades 9-12	1,462	1,512	1,460	1,448	1,444	29.8%	30.3%	29.0%	29.2%	28.6%
Ungraded	87	94	104	73	89	1.8%	1.9%	2.1%	1.5%	1.8%



District Report for: MARSHALL COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	15	14	15	17	15	5.0%	4.4%	4.4%	4.9%	4.4%
White - Females	4	4	5	7	4	26.7%	28.6%	33.3%	41.2%	26.7%
White - Males	9	9	9	9	10	60.0%	64.3%	60.0%	52.9%	66.7%
Black - Females	2	1	1	1	1	13.3%	7.1%	6.7%	5.9%	6.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	34	34	34	32	10.6%	10.7%	10.0%	9.9%	9.3%
White - Females	27	28	27	27	25	84.4%	82.4%	79.4%	79.4%	78.1%
White - Males	2	3	3	3	3	6.3%	8.8%	8.8%	8.8%	9.4%
Black - Females	2	2	3	3	3	6.3%	5.9%	8.8%	8.8%	9.4%
Black - Males	1	1	1	1	1	3.1%	2.9%	2.9%	2.9%	3.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	255	271	291	293	297	84.4%	85.0%	85.6%	85.2%	86.3%
White - Females	192	210	222	222	224	75.3%	77.5%	76.3%	75.8%	75.4%
White - Males	52	53	55	57	59	20.4%	19.6%	18.9%	19.5%	19.9%
Black - Females	7	6	12	11	13	2.7%	2.2%	4.1%	3.8%	4.4%
Black - Males	3	2	2	3	1	1.2%	0.7%	0.7%	1.0%	0.3%
Other - Females	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	14	7	8	9	7	5.9%	2.9%	3.1%	3.5%	2.7%
25-29	40	41	41	41	45	16.9%	16.7%	16.1%	15.8%	17.3%
30-34	28	33	37	42	43	11.9%	13.5%	14.6%	16.2%	16.5%
35-39	12	17	17	21	19	5.1%	6.9%	6.7%	8.1%	7.3%
40-45	35	30	26	26	18	14.8%	12.2%	10.2%	10.0%	6.9%
45-49	54	57	53	48	42	22.9%	23.3%	20.9%	18.5%	16.2%
50-54	32	32	39	42	50	13.6%	13.1%	15.4%	16.2%	19.2%
55+	21	28	33	31	36	8.9%	11.4%	13.0%	11.9%	13.8%
Average Age	40.9	41.7	42.0	41.4	42.0					

Experience Distribution

Teachers by Experience

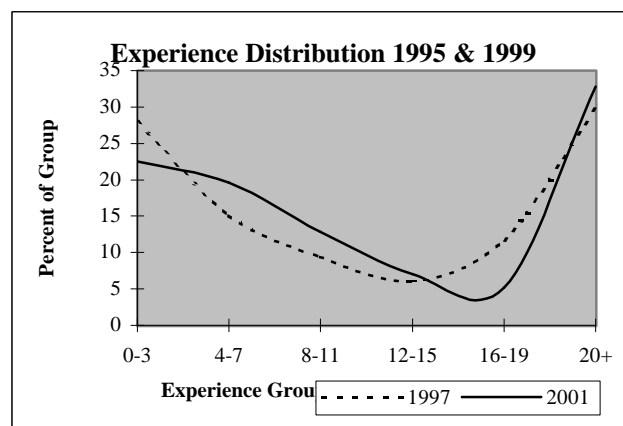
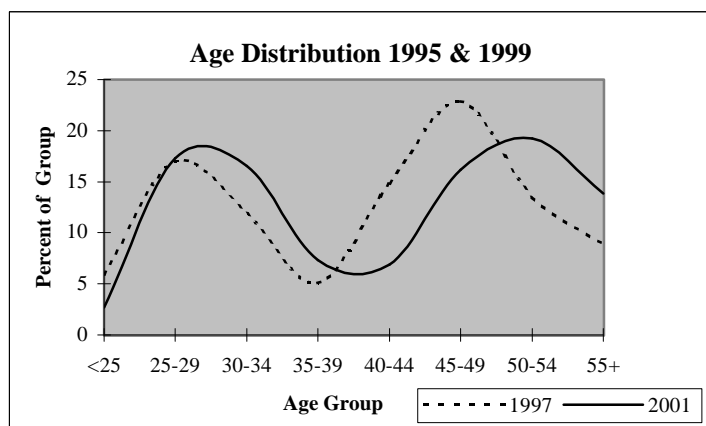
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	74	67	78	82	70	27.9%	23.9%	25.9%	27.0%	22.5%
4-7 Years	40	47	49	49	61	15.1%	16.8%	16.3%	16.1%	19.6%
8-11 Years	25	30	36	36	40	9.4%	10.7%	12.0%	11.8%	12.9%
12-15 Years	16	23	23	22	22	6.0%	8.2%	7.6%	7.2%	7.1%
16-19 Years	31	27	21	20	16	11.7%	9.6%	7.0%	6.6%	5.1%
20+ Years	79	86	94	95	102	29.8%	30.7%	31.2%	31.3%	32.8%
Average Experience	12.2	12.7	12.5	12.6	13.0					

District Report for: MARSHALL COUNTY

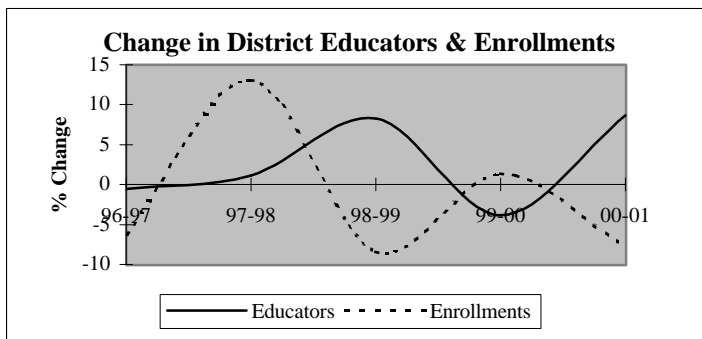
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	24	19	35	28	-	7.7%	5.8%	10.0%	7.9%	-
Attrition from Transfers	9	9	9	7	-	2.9%	2.7%	2.6%	2.0%	-
Attrition from Exits	15	10	26	21	-	4.8%	3.0%	7.4%	5.9%	-
Teacher Attrition	23	18	34	22	-	8.7%	6.4%	11.3%	7.2%	-
Attrition from Transfers	8	9	8	7	-	3.0%	3.2%	2.7%	2.3%	-
Attrition from Exits	15	9	26	15	-	5.7%	3.2%	8.6%	4.9%	-
District Retention										
Educator Retention	288	309	315	327	-	92.3%	94.2%	90.0%	92.1%	-
Teacher Retention	242	262	267	282	-	91.3%	93.6%	88.7%	92.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	71.9%	11.4%	16.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.4%	5.8%	12.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.0%	3.7%	7.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	83.1%	6.5%	10.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.5%	0.0%	6.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.5%	5.1%	3.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	14.0%	16.1%	18.7%	20.3%	19.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	10.4%	11.9%	13.4%	11.3%	10.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.9%	0.9%	0.6%	1.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.6%	88.4%	87.4%	89.3%	89.9%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.3%	0.9%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.5%	10.4%	10.9%	9.9%	8.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MAURY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.0	16.8	14.2	15.0	12.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	19.7	16.6	17.2	14.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	9	64	-32	70	-	-	-	-	-
% Change in Educators	-0.5%	1.2%	8.3%	-3.8%	8.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-771	1,504	-1,090	166	-935	-	-	-	-	-
% Change in Enrollment:	-6.3%	13.1%	-8.4%	1.4%	-7.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.4%	1.0%	0.8%	0.7%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	4.0%	3.9%	3.3%	3.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	10.7%	10.4%	9.7%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	8.1%	7.4%	7.2%	8.0%	7.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	13.8%	16.1%	15.2%	18.5%	12.9%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.9%	48.4%	51.5%	55.6%	51.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.9	43.1	43.1	43.4	43.3	43.5	43.6	43.7	43.9
Average Experience	12.8	13.0	13.0	12.9	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	33,531	33,716	35,010	35,459	36,409	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.2%	7.2%	7.3%	8.0%	7.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.5%	77.0%	75.9%	76.4%	76.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.0%	11.0%	12.0%	10.8%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	24.1%	na	23.8%	25.9%	24.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.0%	1.3%	1.5%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

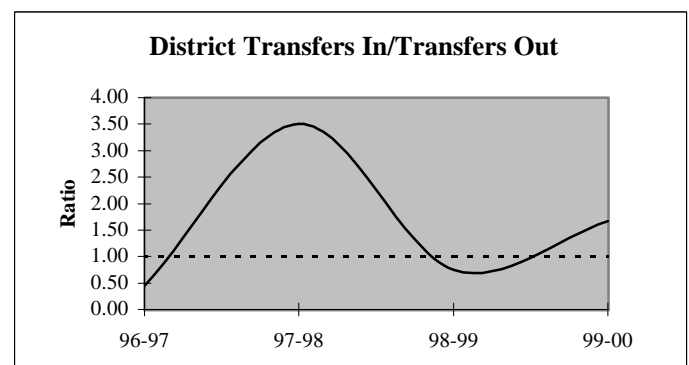
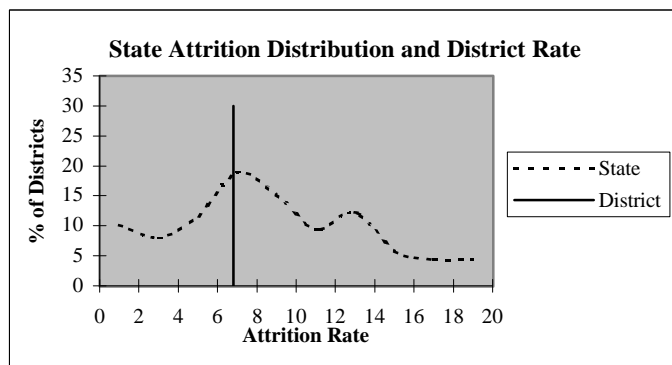
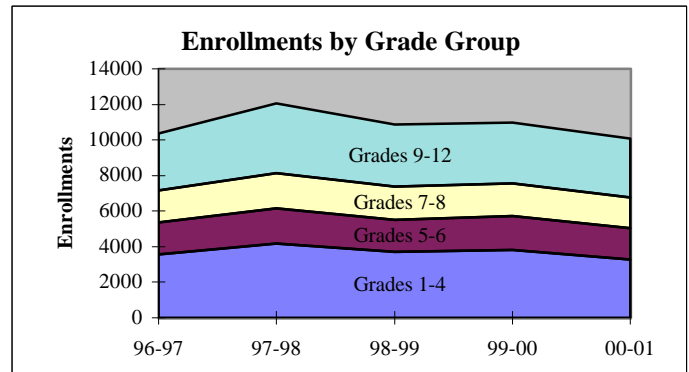
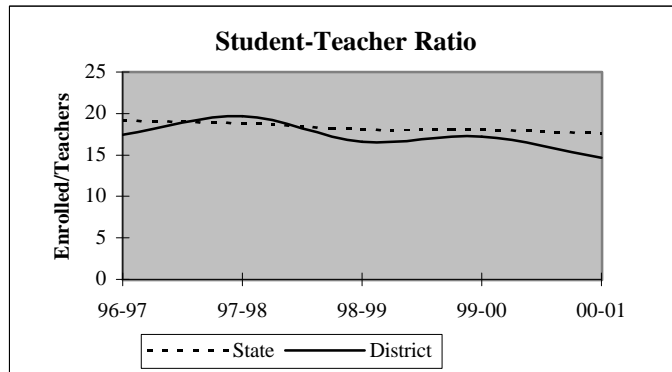
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	766	775	839	807	877	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	687	681	740	691	752	89.7%	87.9%	88.2%	85.6%	85.7%
Newly Hired	79	94	99	116	125	10.3%	12.1%	11.8%	14.4%	14.3%
Transfers In	8	21	15	15	25	10.1%	22.3%	15.2%	12.9%	20.0%
Reentrants	33	33	36	40	53	41.8%	35.1%	36.4%	34.5%	42.4%
First Time Educators	38	40	48	61	47	48.1%	42.6%	48.5%	52.6%	37.6%
Total Exiting Next Year	85	35	148	55	-	11.1%	4.5%	17.6%	6.8%	-
Transfers Out	18	6	20	9	-	21.2%	17.1%	13.5%	16.4%	-
Leave Tennessee Educ.	67	29	128	46	-	78.8%	82.9%	86.5%	83.6%	-

Dynamics Rates					
District Rates					
District Attrition	11.1%	4.5%	17.6%	6.8%	-
Transfers In/Out	0.44	3.50	0.75	1.67	-

District Report for: MAURY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	766	775	839	807	877	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	29	31	33	27	31	3.8%	4.0%	3.9%	3.3%	3.5%
Professional Staff	77	83	87	78	86	10.1%	10.7%	10.4%	9.7%	9.8%
Total Teachers	660	661	719	702	760	86.2%	85.3%	85.7%	87.0%	86.7%
Special Education	79	73	86	76	81	12.0%	11.0%	12.0%	10.8%	10.7%
Pre-K & Kindergarten	43	45	47	47	50	6.5%	6.8%	6.5%	6.7%	6.6%
Elementary (1-4)	206	206	225	244	256	31.2%	31.2%	31.3%	34.8%	33.7%
Middle School (5-6)	77	80	84	79	82	11.7%	12.1%	11.7%	11.3%	10.8%
Jr. High (7-8)	58	64	72	68	74	8.8%	9.7%	10.0%	9.7%	9.7%
High School (9-12)	197	193	205	188	217	29.8%	29.2%	28.5%	26.8%	28.6%
Business	12	6	7	5	6	6.1%	3.1%	3.4%	2.7%	2.8%
Language Arts	25	26	25	24	27	12.7%	13.5%	12.2%	12.8%	12.4%
Social Studies	19	20	23	23	27	9.6%	10.4%	11.2%	12.2%	12.4%
Foreign Language	8	7	8	8	10	4.1%	3.6%	3.9%	4.3%	4.6%
Mathematics	22	25	26	25	29	11.2%	13.0%	12.7%	13.3%	13.4%
Science	20	19	21	21	20	10.2%	9.8%	10.2%	11.2%	9.2%
Vocational Education	31	37	36	36	46	15.7%	19.2%	17.6%	19.1%	21.2%
Other High School	60	53	59	46	52	30.5%	27.5%	28.8%	24.5%	24.0%

Total Enrollments	11,520	13,024	11,934	12,100	11,165	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,018	977	911	934	913	8.8%	7.5%	7.6%	7.7%	8.2%
Grades 1-4	3,565	4,159	3,707	3,804	3,283	30.9%	31.9%	31.1%	31.4%	29.4%
Grades 5-6	1,801	2,006	1,809	1,923	1,773	15.6%	15.4%	15.2%	15.9%	15.9%
Grades 7-8	1,794	1,976	1,856	1,814	1,710	15.6%	15.2%	15.6%	15.0%	15.3%
Grades 9-12	3,208	3,906	3,509	3,442	3,308	27.8%	30.0%	29.4%	28.4%	29.6%
Ungraded	134	0	142	183	178	1.2%	0.0%	1.2%	1.5%	1.6%



District Report for: MAURY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	29	31	33	27	31	3.9%	4.2%	4.1%	3.5%	3.7%
White - Females	7	10	12	10	12	24.1%	32.3%	36.4%	37.0%	38.7%
White - Males	18	16	16	12	15	62.1%	51.6%	48.5%	44.4%	48.4%
Black - Females	4	5	5	5	4	13.8%	16.1%	15.2%	18.5%	12.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	74	79	83	74	81	10.0%	10.6%	10.3%	9.7%	9.8%
White - Females	59	66	71	63	66	79.7%	83.5%	85.5%	85.1%	81.5%
White - Males	11	9	9	8	11	14.9%	11.4%	10.8%	10.8%	13.6%
Black - Females	4	4	3	3	4	5.4%	5.1%	3.6%	4.1%	4.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	637	636	688	660	718	86.1%	85.3%	85.6%	86.7%	86.5%
White - Females	450	456	490	474	521	70.6%	71.7%	71.2%	71.8%	72.6%
White - Males	135	134	148	133	141	21.2%	21.1%	21.5%	20.2%	19.6%
Black - Females	40	37	39	42	40	6.3%	5.8%	5.7%	6.4%	5.6%
Black - Males	11	8	10	11	15	1.7%	1.3%	1.5%	1.7%	2.1%
Other - Females	1	1	1	0	1	0.2%	0.2%	0.1%	0.0%	0.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	8	14	8	15	17	1.3%	2.4%	1.3%	2.6%	2.7%
25-29	71	57	68	60	62	11.9%	9.8%	10.9%	10.2%	9.9%
30-34	85	83	84	75	79	14.2%	14.2%	13.5%	12.8%	12.6%
35-39	56	52	63	61	71	9.4%	8.9%	10.1%	10.4%	11.4%
40-45	101	99	97	85	81	16.9%	17.0%	15.5%	14.5%	13.0%
45-49	112	109	111	106	98	18.7%	18.7%	17.8%	18.1%	15.7%
50-54	100	103	115	111	122	16.7%	17.6%	18.4%	18.9%	19.5%
55+	65	67	78	73	95	10.9%	11.5%	12.5%	12.5%	15.2%
Average Age	42.4	42.9	43.1	43.1	43.4					

Experience Distribution

Teachers by Experience

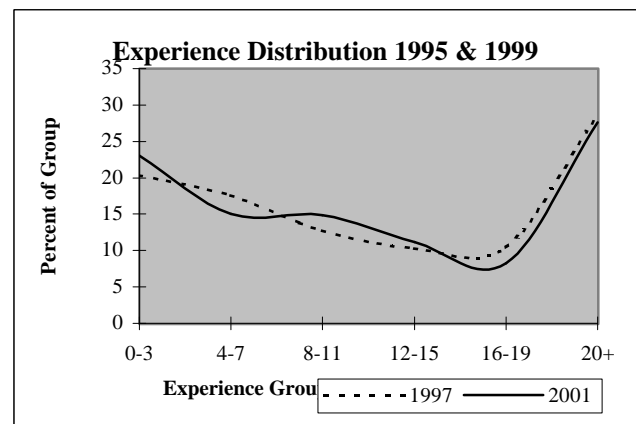
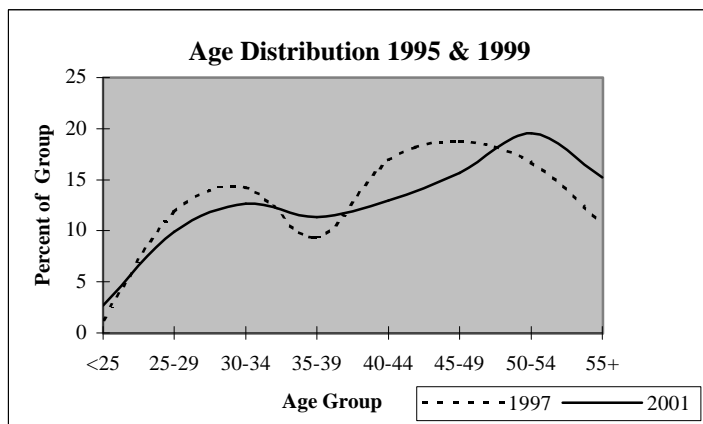
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	134	133	155	156	175	20.3%	20.1%	21.6%	22.2%	23.0%
4-7 Years	116	109	113	104	114	17.6%	16.5%	15.7%	14.8%	15.0%
8-11 Years	84	87	99	98	113	12.7%	13.2%	13.8%	14.0%	14.9%
12-15 Years	68	77	77	85	85	10.3%	11.6%	10.7%	12.1%	11.2%
16-19 Years	69	68	66	58	63	10.5%	10.3%	9.2%	8.3%	8.3%
20+ Years	189	187	209	201	210	28.6%	28.3%	29.1%	28.6%	27.6%
Average Experience	12.8	13.0	13.0	12.9	12.8					

District Report for: MAURY COUNTY

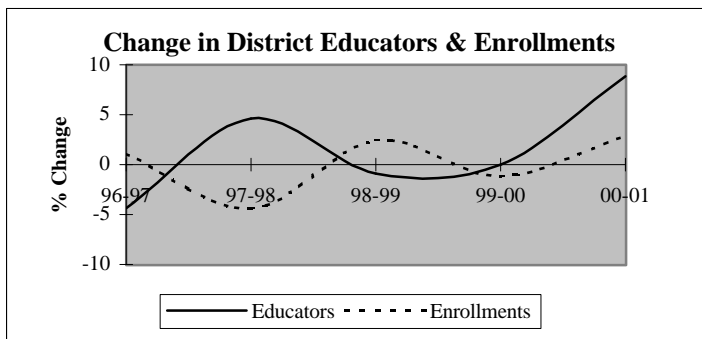
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	85	35	148	55	-	11.1%	4.5%	17.6%	6.8%	-
Attrition from Transfers	18	6	20	9	-	2.3%	0.8%	2.4%	1.1%	-
Attrition from Exits	67	29	128	46	-	8.7%	3.7%	15.3%	5.7%	-
Teacher Attrition	77	31	119	44	-	11.7%	4.7%	16.6%	6.3%	-
Attrition from Transfers	16	5	18	9	-	2.4%	0.8%	2.5%	1.3%	-
Attrition from Exits	61	26	101	35	-	9.2%	3.9%	14.0%	5.0%	-
District Retention										
Educator Retention	681	740	691	752	-	88.9%	95.5%	82.4%	93.2%	-
Teacher Retention	583	630	600	658	-	88.3%	95.3%	83.4%	93.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.8%	5.4%	18.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.7%	3.6%	17.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	80.0%	4.7%	15.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.6%	2.2%	7.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	82.6%	5.1%	12.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.7%	2.1%	8.2%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.4%	13.9%	16.7%	19.6%	19.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	8.3%	11.2%	9.9%	9.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.1%	2.2%	2.3%	3.8%	3.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	88.1%	87.4%	83.3%	85.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.0%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.4%	9.7%	10.3%	12.6%	11.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MEIGS COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.2	15.7	16.2	16.0	15.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.5	18.2	18.9	18.5	17.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	5	-1	0	10	-	-	-	-	-
% Change in Educators	-4.4%	4.6%	-0.9%	0.0%	8.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	20	-83	44	-21	52	-	-	-	-	-
% Change in Enrollment:	1.1%	-4.4%	2.5%	-1.1%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	5.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.4%	5.3%	5.3%	5.3%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	5.5%	8.8%	8.8%	8.0%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	42.9%	16.7%	16.7%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.2	42.0	42.8	42.7	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.6	13.7	13.9	12.9	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	31,020	31,354	32,766	33,377	32,925	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.1%	79.6%	78.4%	75.5%	72.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.4%	10.2%	10.3%	8.2%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.8%	na	1.6%	1.6%	1.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.7%	1.5%	0.9%	2.0%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

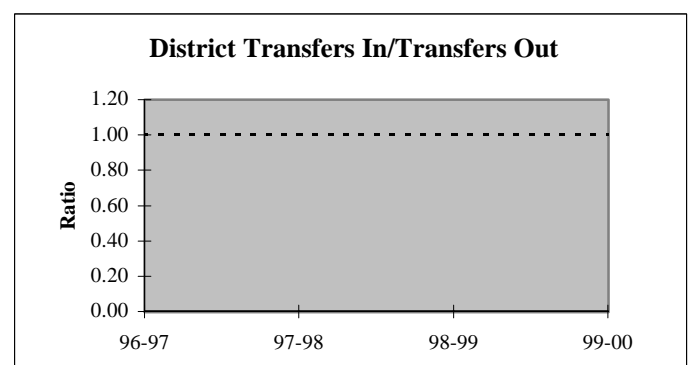
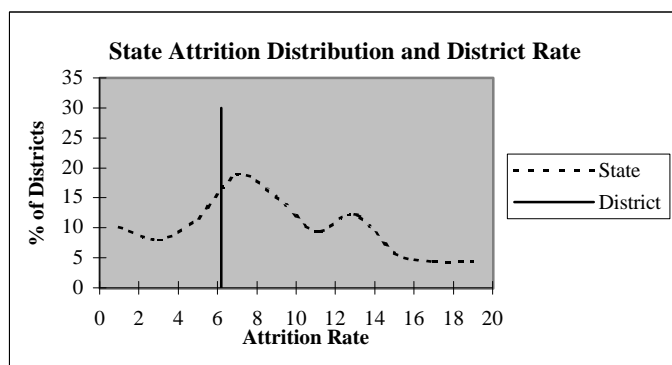
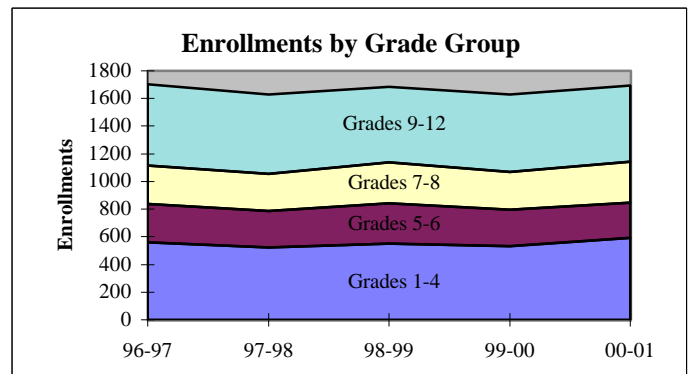
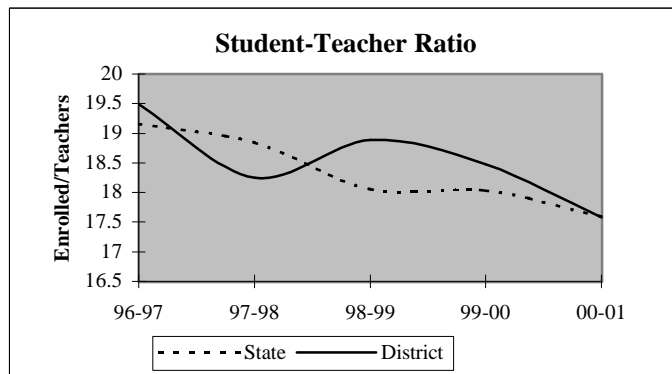
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	109	114	113	113	123	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	107	102	107	103	106	98.2%	89.5%	94.7%	91.2%	86.2%
Newly Hired	2	12	6	10	17	1.8%	10.5%	5.3%	8.8%	13.8%
Transfers In	0	1	2	1	3	0.0%	8.3%	33.3%	10.0%	17.6%
Reentrants	0	1	0	3	5	0.0%	8.3%	0.0%	30.0%	29.4%
First Time Educators	2	10	4	6	9	100.0%	83.3%	66.7%	60.0%	52.9%
Total Exiting Next Year	7	7	10	7	-	6.4%	6.1%	8.8%	6.2%	-
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	7	7	10	7	-	100.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.4%	6.1%	8.8%	6.2%	-
Transfers In/Out	nc	nc	nc	nc	-

District Report for: MEIGS COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	109	114	113	113	123	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	6	6	6	6	6.4%	5.3%	5.3%	5.3%	4.9%
Professional Staff	6	10	10	9	11	5.5%	8.8%	8.8%	8.0%	8.9%
Total Teachers	96	98	97	98	106	88.1%	86.0%	85.8%	86.7%	86.2%
Special Education	10	10	10	8	9	10.4%	10.2%	10.3%	8.2%	8.5%
Pre-K & Kindergarten	8	10	7	8	8	8.3%	10.2%	7.2%	8.2%	7.5%
Elementary (1-4)	35	33	30	33	37	36.5%	33.7%	30.9%	33.7%	34.9%
Middle School (5-6)	11	13	15	13	13	11.5%	13.3%	15.5%	13.3%	12.3%
Jr. High (7-8)	8	10	12	12	12	8.3%	10.2%	12.4%	12.2%	11.3%
High School (9-12)	24	22	23	24	27	25.0%	22.4%	23.7%	24.5%	25.5%
Business	1	1	1	1	0	4.2%	4.5%	4.3%	4.2%	0.0%
Language Arts	4	4	4	4	4	16.7%	18.2%	17.4%	16.7%	14.8%
Social Studies	3	3	3	3	3	12.5%	13.6%	13.0%	12.5%	11.1%
Foreign Language	1	0	0	1	1	4.2%	0.0%	0.0%	4.2%	3.7%
Mathematics	3	3	3	3	4	12.5%	13.6%	13.0%	12.5%	14.8%
Science	3	3	3	2	2	12.5%	13.6%	13.0%	8.3%	7.4%
Vocational Education	4	4	4	5	5	16.7%	18.2%	17.4%	20.8%	18.5%
Other High School	5	4	5	5	8	20.8%	18.2%	21.7%	20.8%	29.6%

Total Enrollments	1,871	1,788	1,832	1,811	1,863	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	131	131	123	144	132	7.0%	7.3%	6.7%	8.0%	7.1%
Grades 1-4	558	523	550	534	592	29.8%	29.3%	30.0%	29.5%	31.8%
Grades 5-6	281	265	293	263	256	15.0%	14.8%	16.0%	14.5%	13.7%
Grades 7-8	278	269	297	270	293	14.9%	15.0%	16.2%	14.9%	15.7%
Grades 9-12	587	574	544	563	553	31.4%	32.1%	29.7%	31.1%	29.7%
Ungraded	36	26	25	37	37	1.9%	1.5%	1.4%	2.0%	2.0%



District Report for: MEIGS COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	6	6	6	6	6.5%	5.3%	5.4%	5.5%	5.3%
White - Females	3	1	1	1	1	42.9%	16.7%	16.7%	16.7%	16.7%
White - Males	4	5	5	5	5	57.1%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	9	9	8	9	5.6%	8.0%	8.1%	7.3%	8.0%
White - Females	3	5	5	4	5	50.0%	55.6%	55.6%	50.0%	55.6%
White - Males	3	4	4	4	4	50.0%	44.4%	44.4%	50.0%	44.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	95	98	96	95	98	88.0%	86.7%	86.5%	87.2%	86.7%
White - Females	74	78	76	74	75	77.9%	79.6%	79.2%	77.9%	76.5%
White - Males	21	20	20	21	23	22.1%	20.4%	20.8%	22.1%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	2	1	2	2	0.0%	2.3%	1.2%	2.6%	2.6%
25-29	8	6	6	6	7	9.4%	6.8%	7.1%	7.7%	9.1%
30-34	10	13	12	11	10	11.8%	14.8%	14.3%	14.1%	13.0%
35-39	13	15	13	12	10	15.3%	17.0%	15.5%	15.4%	13.0%
40-45	20	15	10	9	12	23.5%	17.0%	11.9%	11.5%	15.6%
45-49	14	14	18	16	14	16.5%	15.9%	21.4%	20.5%	18.2%
50-54	16	18	15	13	9	18.8%	20.5%	17.9%	16.7%	11.7%
55+	4	5	9	9	13	4.7%	5.7%	10.7%	11.5%	16.9%
Average Age	42.2	42.0	42.8	42.7	43.0					

Experience Distribution

Teachers by Experience

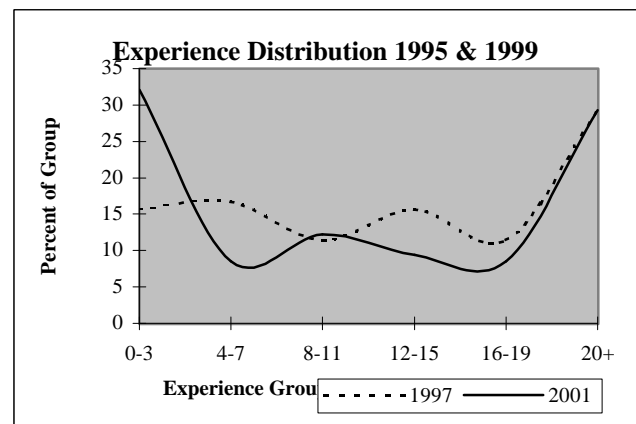
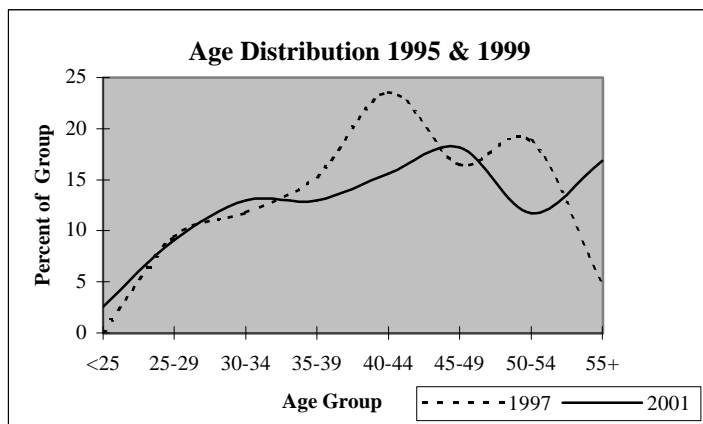
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	15	15	18	26	34	15.6%	15.3%	18.6%	26.5%	32.1%
4-7 Years	16	15	12	11	9	16.7%	15.3%	12.4%	11.2%	8.5%
8-11 Years	11	13	14	16	13	11.5%	13.3%	14.4%	16.3%	12.3%
12-15 Years	15	15	10	5	10	15.6%	15.3%	10.3%	5.1%	9.4%
16-19 Years	11	9	9	9	9	11.5%	9.2%	9.3%	9.2%	8.5%
20+ Years	28	31	34	31	31	29.2%	31.6%	35.1%	31.6%	29.2%
Average Experience	13.6	13.7	13.9	12.9	12.6					

District Report for: MEIGS COUNTY

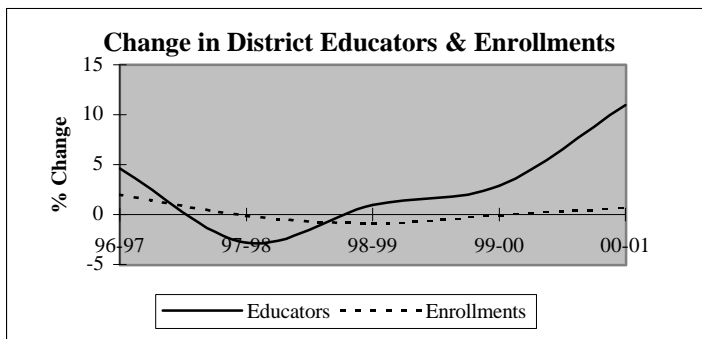
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	7	10	7	-	6.4%	6.1%	8.8%	6.2%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	7	7	10	7	-	6.4%	6.1%	8.8%	6.2%	-
Teacher Attrition	7	7	9	6	-	7.3%	7.1%	9.3%	6.1%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	7	7	9	6	-	7.3%	7.1%	9.3%	6.1%	-
District Retention										
Educator Retention	102	107	103	106	-	93.6%	93.9%	91.2%	93.8%	-
Teacher Retention	89	91	88	92	-	92.7%	92.9%	90.7%	93.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	96.3%	0.0%	3.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	95.7%	0.0%	4.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	81.5%	3.7%	14.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.7%	0.0%	13.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.3%	0.0%	6.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.1%	0.0%	5.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	4.3%	10.9%	18.4%	21.9%	26.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.5%	10.1%	14.9%	14.9%	12.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.9%	0.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	98.2%	90.4%	95.6%	91.2%	88.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.8%	9.6%	3.5%	8.0%	11.4%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MONROE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	17.4	17.1	16.6	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	20.1	19.5	19.2	17.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	14	-9	3	9	35	-	-	-	-	-
% Change in Educators	4.6%	-2.8%	1.0%	2.9%	10.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	104	-8	-47	-3	34	-	-	-	-	-
% Change in Enrollment:	2.0%	-0.1%	-0.9%	-0.1%	0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.0%	0.3%	0.0%	12.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.9%	3.9%	4.4%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.4%	8.7%	9.4%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.4%	1.4%	1.0%	1.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	7.7%	8.3%	8.3%	7.1%	6.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	7.7%	8.3%	16.7%	28.6%	31.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.3	41.7	42.1	42.5	43.4	43.3	43.5	43.6	43.7	43.9
Average Experience	12.4	12.1	11.9	12.0	11.8	13.8	13.7	13.7	13.4	13.3
Average Salary	27,972	28,565	30,038	31,360	31,073	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.2%	1.2%	0.8%	1.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.2%	74.5%	73.5%	73.6%	72.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.1%	7.9%	8.8%	8.0%	9.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.8%	na	3.4%	3.7%	3.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.2%	1.0%	1.1%	0.9%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

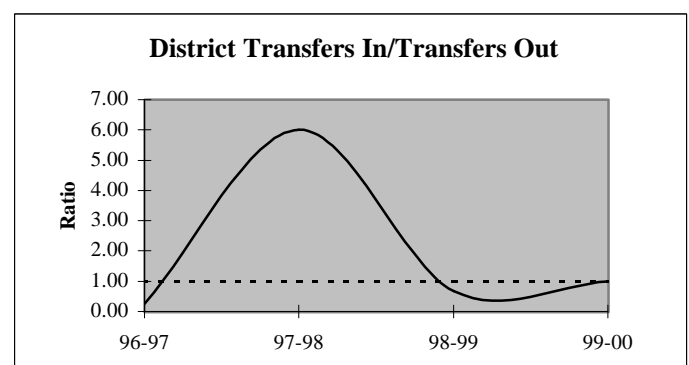
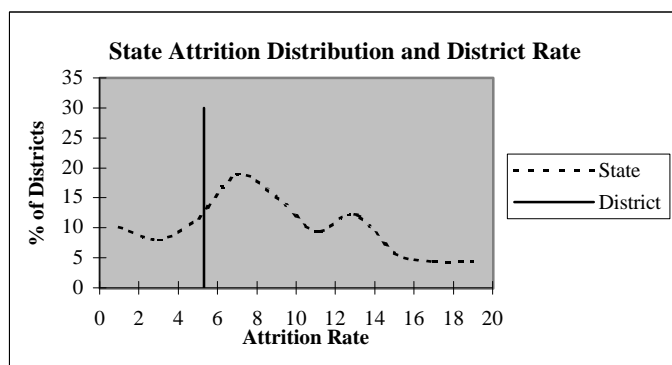
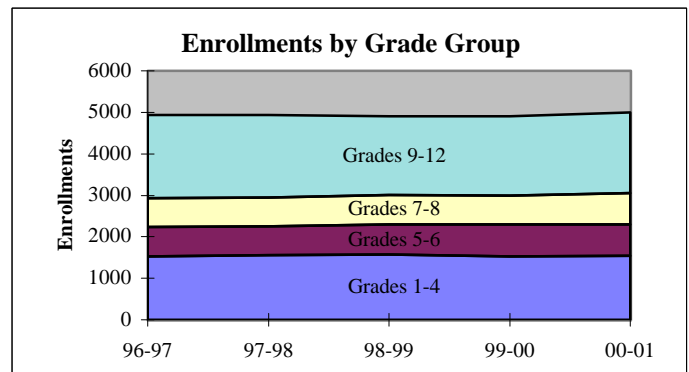
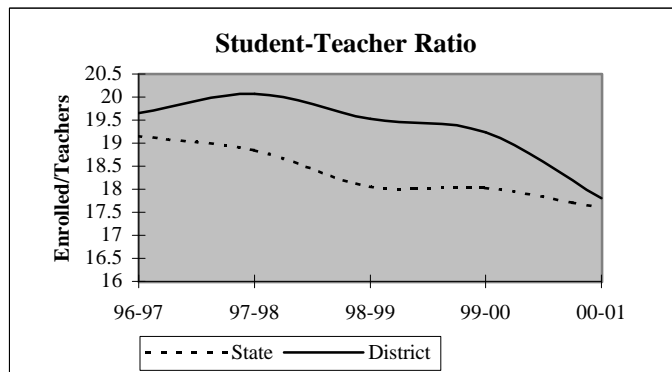
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	317	308	311	320	355	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	284	272	283	284	303	89.6%	88.3%	91.0%	88.8%	85.4%
Newly Hired	33	36	28	36	52	10.4%	11.7%	9.0%	11.3%	14.6%
Transfers In	3	6	2	5	9	9.1%	16.7%	7.1%	13.9%	17.3%
Reentrants	17	10	10	17	26	51.5%	27.8%	35.7%	47.2%	50.0%
First Time Educators	13	20	16	14	17	39.4%	55.6%	57.1%	38.9%	32.7%
Total Exiting Next Year	45	25	27	17	-	14.2%	8.1%	8.7%	5.3%	-
Transfers Out	12	1	3	5	-	26.7%	4.0%	11.1%	29.4%	-
Leave Tennessee Educ.	33	24	24	12	-	73.3%	96.0%	88.9%	70.6%	-

Dynamics Rates	District Rates				
District Attrition	14.2%	8.1%	8.7%	5.3%	-
Transfers In/Out	0.25	6.00	0.67	1.00	-

District Report for: MONROE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	317	308	311	320	355	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	12	12	14	16	4.1%	3.9%	3.9%	4.4%	4.5%
Professional Staff	31	29	27	30	39	9.8%	9.4%	8.7%	9.4%	11.0%
Total Teachers	273	267	272	276	300	86.1%	86.7%	87.5%	86.3%	84.5%
Special Education	22	21	24	22	27	8.1%	7.9%	8.8%	8.0%	9.0%
Pre-K & Kindergarten	21	22	21	21	19	7.7%	8.2%	7.7%	7.6%	6.3%
Elementary (1-4)	75	75	74	85	93	27.5%	28.1%	27.2%	30.8%	31.0%
Middle School (5-6)	26	27	27	29	31	9.5%	10.1%	9.9%	10.5%	10.3%
Jr. High (7-8)	27	26	30	26	28	9.9%	9.7%	11.0%	9.4%	9.3%
High School (9-12)	102	96	96	93	102	37.4%	36.0%	35.3%	33.7%	34.0%
Business	5	7	7	7	7	4.9%	7.3%	7.3%	7.5%	6.9%
Language Arts	19	17	17	16	17	18.6%	17.7%	17.7%	17.2%	16.7%
Social Studies	14	9	10	12	11	13.7%	9.4%	10.4%	12.9%	10.8%
Foreign Language	4	3	4	4	5	3.9%	3.1%	4.2%	4.3%	4.9%
Mathematics	15	14	12	11	13	14.7%	14.6%	12.5%	11.8%	12.7%
Science	13	13	14	13	15	12.7%	13.5%	14.6%	14.0%	14.7%
Vocational Education	17	16	15	17	16	16.7%	16.7%	15.6%	18.3%	15.7%
Other High School	15	17	17	13	18	14.7%	17.7%	17.7%	14.0%	17.6%

Total Enrollments	5,366	5,358	5,311	5,308	5,342	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	375	375	355	355	311	7.0%	7.0%	6.7%	6.7%	5.8%
Grades 1-4	1,534	1,560	1,569	1,528	1,541	28.6%	29.1%	29.5%	28.8%	28.8%
Grades 5-6	704	690	726	772	755	13.1%	12.9%	13.7%	14.5%	14.1%
Grades 7-8	689	694	708	695	759	12.8%	13.0%	13.3%	13.1%	14.2%
Grades 9-12	2,009	1,986	1,901	1,908	1,937	37.4%	37.1%	35.8%	35.9%	36.3%
Ungraded	55	53	52	50	39	1.0%	1.0%	1.0%	0.9%	0.7%



District Report for: MONROE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	13	12	12	14	16	4.2%	4.1%	4.1%	4.6%	4.8%
White - Females	1	1	2	4	5	7.7%	8.3%	16.7%	28.6%	31.3%
White - Males	11	10	9	9	10	84.6%	83.3%	75.0%	64.3%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	8.3%	8.3%	7.1%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	29	27	30	38	10.1%	9.9%	9.2%	9.9%	11.4%
White - Females	18	16	14	16	21	58.1%	55.2%	51.9%	53.3%	55.3%
White - Males	13	13	13	14	17	41.9%	44.8%	48.1%	46.7%	44.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	264	252	255	259	278	85.7%	86.0%	86.7%	85.5%	83.7%
White - Females	192	191	193	196	208	72.7%	75.8%	75.7%	75.7%	74.8%
White - Males	69	58	59	61	67	26.1%	23.0%	23.1%	23.6%	24.1%
Black - Females	3	3	3	2	2	1.1%	1.2%	1.2%	0.8%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	3	2	3	4	1.2%	1.3%	0.9%	1.4%	1.9%
25-29	38	30	20	18	16	15.7%	13.4%	9.3%	8.6%	7.6%
30-34	38	37	39	37	33	15.7%	16.5%	18.2%	17.6%	15.6%
35-39	28	22	23	23	26	11.6%	9.8%	10.7%	11.0%	12.3%
40-45	33	35	38	30	26	13.6%	15.6%	17.8%	14.3%	12.3%
45-49	53	44	38	41	37	21.9%	19.6%	17.8%	19.5%	17.5%
50-54	24	31	33	37	41	9.9%	13.8%	15.4%	17.6%	19.4%
55+	25	22	21	21	28	10.3%	9.8%	9.8%	10.0%	13.3%
Average Age	41.3	41.7	42.1	42.5	43.4					

Experience Distribution

Teachers by Experience

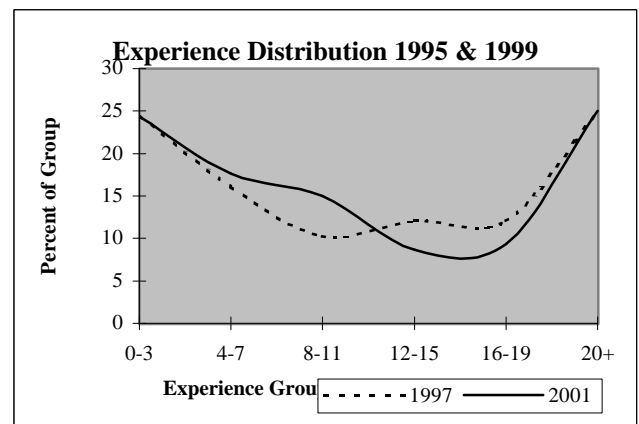
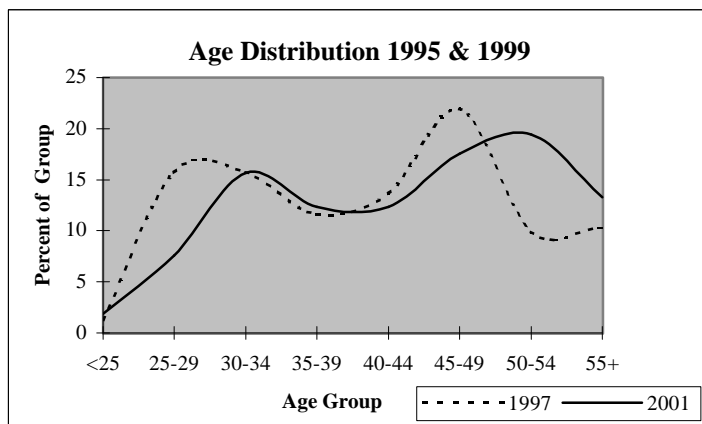
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	67	58	57	60	73	24.5%	21.7%	21.0%	21.7%	24.3%
4-7 Years	44	54	59	58	53	16.1%	20.2%	21.7%	21.0%	17.7%
8-11 Years	28	29	29	34	45	10.3%	10.9%	10.7%	12.3%	15.0%
12-15 Years	33	30	33	22	26	12.1%	11.2%	12.1%	8.0%	8.7%
16-19 Years	33	34	34	30	28	12.1%	12.7%	12.5%	10.9%	9.3%
20+ Years	68	62	60	72	75	24.9%	23.2%	22.1%	26.1%	25.0%
Average Experience	12.4	12.1	11.9	12.0	11.8					

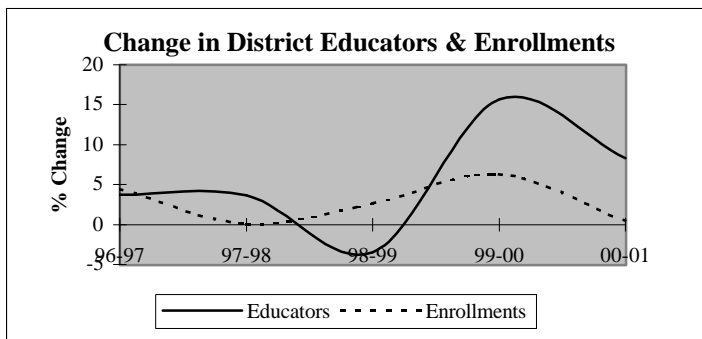
District Report for: MONROE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	45	25	27	17	-	14.2%	8.1%	8.7%	5.3%	-
Attrition from Transfers	12	1	3	5	-	3.8%	0.3%	1.0%	1.6%	-
Attrition from Exits	33	24	24	12	-	10.4%	7.8%	7.7%	3.8%	-
Teacher Attrition	39	21	25	14	-	14.3%	7.9%	9.2%	5.1%	-
Attrition from Transfers	11	1	3	4	-	4.0%	0.4%	1.1%	1.4%	-
Attrition from Exits	28	20	22	10	-	10.3%	7.5%	8.1%	3.6%	-
District Retention										
Educator Retention	272	283	284	303	-	85.8%	91.9%	91.3%	94.7%	-
Teacher Retention	234	246	247	262	-	85.7%	92.1%	90.8%	94.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.3%	3.9%	15.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.2%	3.8%	9.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	91.0%	2.6%	6.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.0%	3.8%	6.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.9%	1.4%	9.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.0%	3.0%	6.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.5%	12.6%	17.3%	18.2%	20.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	8.5%	9.6%	10.5%	10.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.3%	1.0%	1.3%	2.5%	2.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.0%	89.3%	90.4%	87.2%	85.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.0%	0.3%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.5%	9.7%	8.4%	10.0%	12.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.2	15.6	16.6	15.3	14.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.2	18.2	19.2	17.7	17.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	3	-3	13	8	-	-	-	-	-
% Change in Educators	3.8%	3.6%	-3.5%	15.7%	8.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	57	1	35	87	7	-	-	-	-	-
% Change in Enrollment:	4.4%	0.1%	2.6%	6.3%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	7.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	4.7%	4.8%	4.2%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.8%	9.3%	8.4%	9.4%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.7%	4.8%	5.0%	4.3%	4.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	41.5	42.2	42.8	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	12.4	13.1	12.3	12.7	13.8	13.7	13.7	13.4	13.3
Average Salary	30,685	31,020	32,579	33,526	32,947	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.4%	5.6%	5.8%	5.1%	3.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	91.4%	91.9%	91.7%	92.8%	91.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.1%	6.8%	5.6%	6.0%	7.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	9.8%	na	10.2%	10.4%	10.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.8%	0.0%	1.1%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

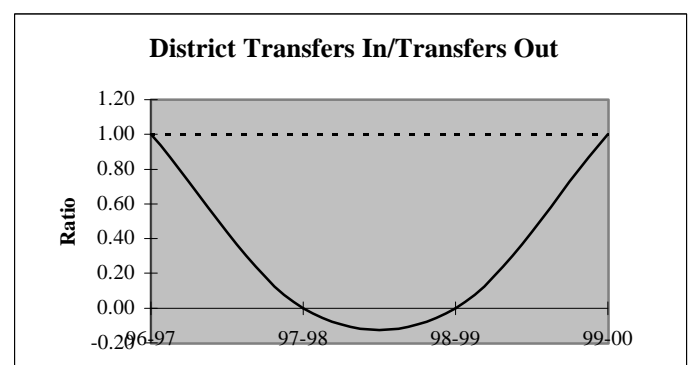
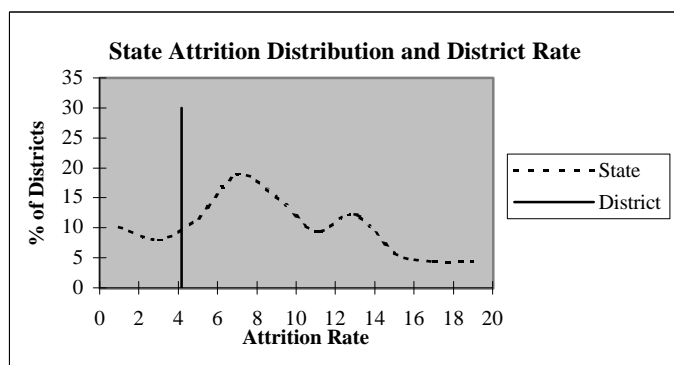
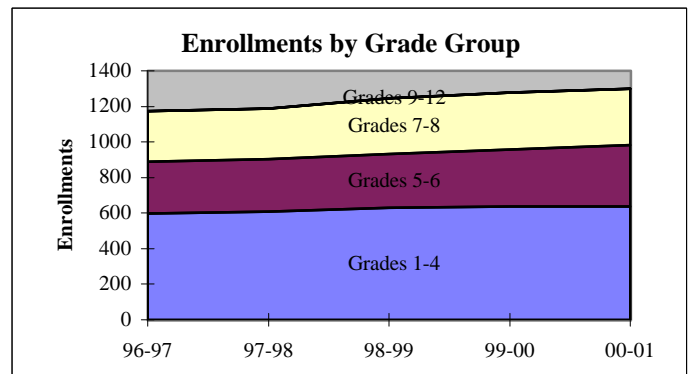
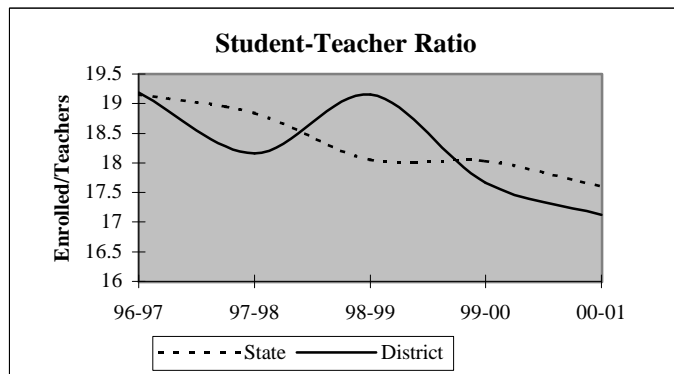
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	83	86	83	96	104	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	74	75	78	82	92	89.2%	87.2%	94.0%	85.4%	88.5%
Newly Hired	9	11	5	14	12	10.8%	12.8%	6.0%	14.6%	11.5%
Transfers In	1	2	0	1	0	11.1%	18.2%	0.0%	7.1%	0.0%
Reentrants	4	3	3	5	8	44.4%	27.3%	60.0%	35.7%	66.7%
First Time Educators	4	6	2	8	4	44.4%	54.5%	40.0%	57.1%	33.3%
Total Exiting Next Year	8	8	1	4	-	9.6%	9.3%	1.2%	4.2%	-
Transfers Out	1	0	0	1	-	12.5%	0.0%	0.0%	25.0%	-
Leave Tennessee Educ.	7	8	1	3	-	87.5%	100.0%	100.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	9.6%	9.3%	1.2%	4.2%	-
Transfers In/Out	1.00	nc	nc	1.00	-

District Report for: SWEETWATER

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	83	86	83	96	104	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	7	4.8%	4.7%	4.8%	4.2%	6.7%
Professional Staff	9	8	7	9	11	10.8%	9.3%	8.4%	9.4%	10.6%
Total Teachers	70	74	72	83	86	84.3%	86.0%	86.7%	86.5%	82.7%
Special Education	5	5	4	5	6	7.1%	6.8%	5.6%	6.0%	7.0%
Pre-K & Kindergarten	9	10	9	11	10	12.9%	13.5%	12.5%	13.3%	11.6%
Elementary (1-4)	33	35	37	42	44	47.1%	47.3%	51.4%	50.6%	51.2%
Middle School (5-6)	12	12	10	13	14	17.1%	16.2%	13.9%	15.7%	16.3%
Jr. High (7-8)	11	12	12	12	12	15.7%	16.2%	16.7%	14.5%	14.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	1,343	1,344	1,379	1,466	1,473	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	157	146	117	171	159	11.7%	10.9%	8.5%	11.7%	10.8%
Grades 1-4	596	608	630	638	636	44.4%	45.2%	45.7%	43.5%	43.2%
Grades 5-6	294	296	302	318	346	21.9%	22.0%	21.9%	21.7%	23.5%
Grades 7-8	283	283	315	323	318	21.1%	21.1%	22.8%	22.0%	21.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	13	11	15	16	14	1.0%	0.8%	1.1%	1.1%	1.0%



District Report for: SWEETWATER

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	4	4	6	4.9%	4.8%	5.0%	4.3%	6.1%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	33.3%
White - Males	4	4	4	3	4	100.0%	100.0%	100.0%	75.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	7	9	11	11.1%	9.5%	8.8%	9.8%	11.1%
White - Females	7	6	6	7	8	77.8%	75.0%	85.7%	77.8%	72.7%
White - Males	2	2	1	2	2	22.2%	25.0%	14.3%	22.2%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	68	72	69	79	82	84.0%	85.7%	86.3%	85.9%	82.8%
White - Females	60	63	60	70	72	88.2%	87.5%	87.0%	88.6%	87.8%
White - Males	5	5	5	5	7	7.4%	6.9%	7.2%	6.3%	8.5%
Black - Females	2	3	3	3	3	2.9%	4.2%	4.3%	3.8%	3.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	1.5%	1.4%	1.4%	1.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	0	0	0	1	3.2%	0.0%	0.0%	0.0%	1.6%
25-29	5	12	8	7	4	8.1%	18.8%	13.1%	11.1%	6.3%
30-34	6	6	7	9	12	9.7%	9.4%	11.5%	14.3%	19.0%
35-39	11	8	7	6	5	17.7%	12.5%	11.5%	9.5%	7.9%
40-45	9	11	11	10	10	14.5%	17.2%	18.0%	15.9%	15.9%
45-49	14	14	14	11	8	22.6%	21.9%	23.0%	17.5%	12.7%
50-54	7	9	10	16	15	11.3%	14.1%	16.4%	25.4%	23.8%
55+	8	4	4	4	8	12.9%	6.3%	6.6%	6.3%	12.7%
Average Age	42.9	41.5	42.2	42.8	43.2					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	14	19	15	22	20	20.0%	25.7%	20.8%	26.5%	23.3%
4-7 Years	7	10	12	16	17	10.0%	13.5%	16.7%	19.3%	19.8%
8-11 Years	13	8	7	3	5	18.6%	10.8%	9.7%	3.6%	5.8%
12-15 Years	9	9	6	9	13	12.9%	12.2%	8.3%	10.8%	15.1%
16-19 Years	7	10	12	10	9	10.0%	13.5%	16.7%	12.0%	10.5%
20+ Years	20	18	20	23	22	28.6%	24.3%	27.8%	27.7%	25.6%
Average Experience	13.5	12.4	13.1	12.3	12.7					

District Report for: SWEETWATER

Attrition

Educator Attrition

District Counts					District Rates				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
8	8	1	4	-	9.6%	9.3%	1.2%	4.2%	-

Attrition from Transfers

1 0 0 1 - 1.2% 0.0% 0.0% 1.0% -

Attrition from Exits

7 8 1 3 - 8.4% 9.3% 1.2% 3.1% -

Teacher Attrition

6	7	1	4	-	8.6%	9.5%	1.4%	4.8%	-
---	---	---	---	---	------	------	------	------	---

Attrition from Transfers

1 0 0 1 - 1.4% 0.0% 0.0% 1.2% -

Attrition from Exits

5 7 1 3 - 7.1% 9.5% 1.4% 3.6% -

District Retention

Educator Retention

75 78 82 92 - 90.4% 90.7% 98.8% 95.8% -

Teacher Retention

64 67 71 79 - 91.4% 90.5% 98.6% 95.2% -

Teacher Retention

5 Year Average Retention Rate

District Rates		
Retained	Transfer	Attrition

New Entrants 81.8% 9.1% 9.1%

1 Year of Experience 100.0% 0.0% 0.0%

2 Years of Experience 86.4% 4.5% 9.1%

3 Years of Experience 85.7% 0.0% 14.3%

4 Years of Experience 100.0% 0.0% 0.0%

5 Years of Experience 87.5% 6.3% 6.3%

Statewide Rates			
Retained	Transfer	Total	Attrition

78.6% 5.3% 83.9% 16.1%

84.3% 2.9% 87.2% 12.8%

86.1% 2.7% 88.8% 11.2%

87.3% 2.2% 89.6% 10.4%

88.4% 2.1% 90.5% 9.5%

89.6% 1.8% 91.4% 8.6%

Survey Data Quality

Incomplete Responses

District Percentages					Statewide Percentages				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01

Race 6.9% 11.3% 13.0% 19.8% 20.8% 8.7% 12.8% 16.1% 18.9% 19.5%

Sex 4.6% 8.2% 8.7% 11.5% 9.4% 4.6% 7.8% 10.1% 9.2% 8.7%

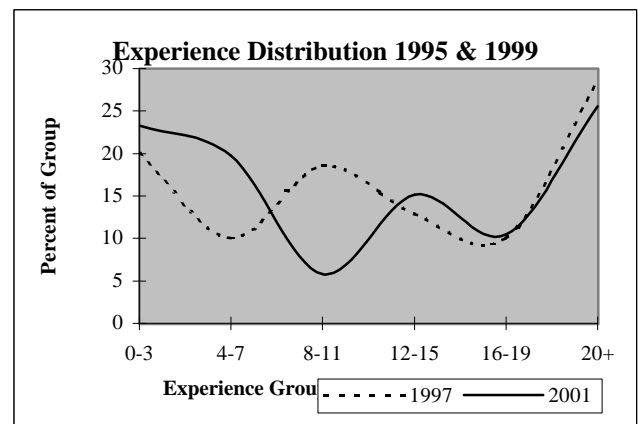
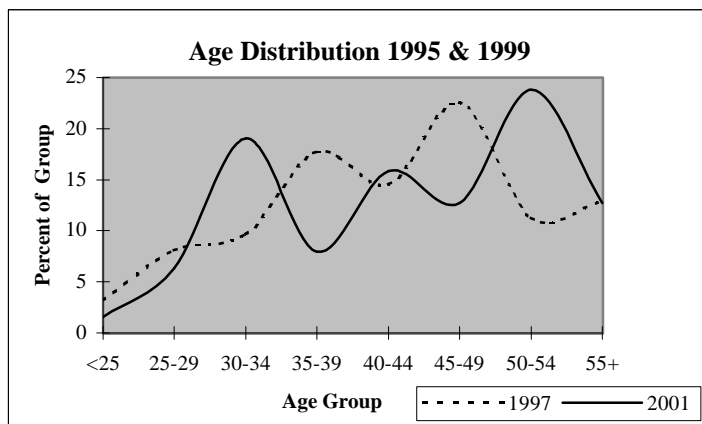
Experience Increment

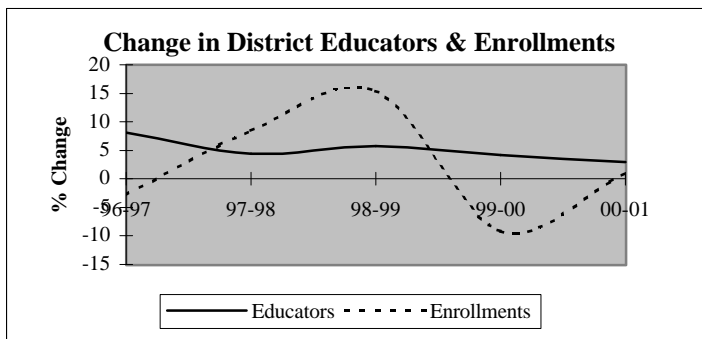
% Increment by 0 1.2% 0.0% 0.0% 1.0% 1.0% 1.1% 1.1% 1.2% 1.2% 1.4%

% Increment by 1 89.2% 89.5% 91.6% 84.4% 87.5% 90.2% 89.5% 89.2% 87.7% 88.0%

% Increment by 2 0.0% 0.0% 2.4% 1.0% 0.0% 0.1% 0.1% 0.1% 0.2% 0.3%

% Other Increment 9.6% 10.5% 6.0% 13.5% 11.5% 8.6% 9.3% 9.4% 11.0% 10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.0	17.6	19.2	16.8	16.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.6	20.2	22.0	19.3	18.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	106	63	85	66	49	-	-	-	-	-
% Change in Educators	8.1%	4.4%	5.7%	4.2%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-696	2,042	4,027	-2,781	276	-	-	-	-	-
% Change in Enrollment:	-2.8%	8.5%	15.4%	-9.2%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.6%	1.8%	1.5%	1.3%	12.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.2%	4.3%	4.3%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.7%	8.4%	8.7%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.9%	8.4%	7.7%	7.4%	7.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	8.1%	10.4%	10.0%	10.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	58.7%	61.3%	59.7%	61.4%	60.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.4	41.4	41.4	41.6	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	11.6	11.3	11.0	11.1	11.1	13.8	13.7	13.7	13.4	13.3
Average Salary	30,826	31,084	32,475	33,752	34,264	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.2%	8.6%	7.6%	7.2%	7.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.0%	82.0%	81.4%	81.4%	80.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.2%	10.9%	11.0%	11.0%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	30.4%	na	32.1%	32.6%	33.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.1%	2.8%	2.2%	2.6%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

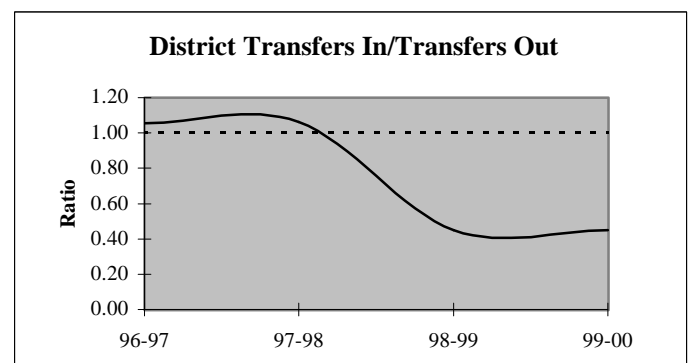
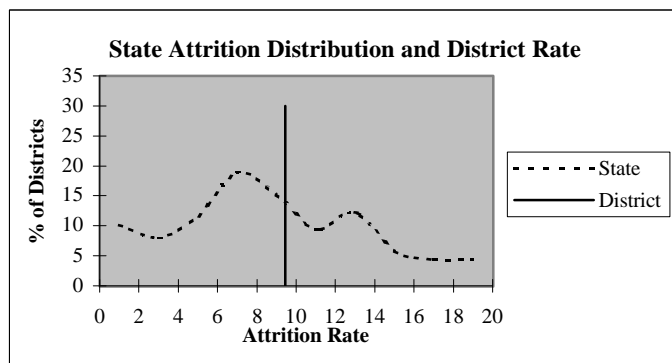
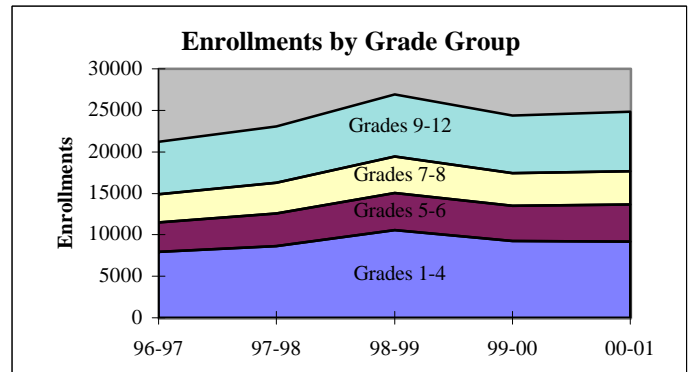
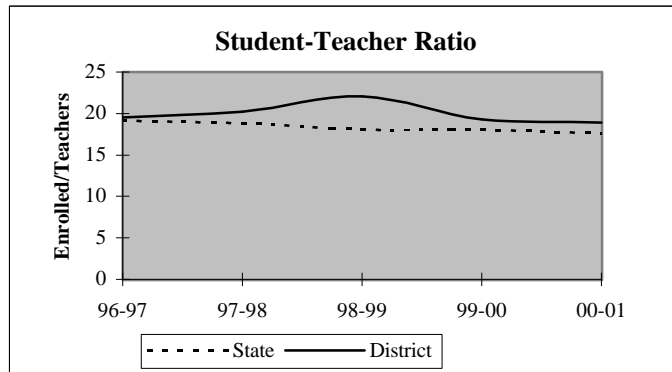
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,419	1,482	1,567	1,633	1,682	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,221	1,293	1,340	1,425	1,479	86.0%	87.2%	85.5%	87.3%	87.9%
Newly Hired	198	189	227	208	203	14.0%	12.8%	14.5%	12.7%	12.1%
Transfers In	19	17	9	9	17	9.6%	9.0%	4.0%	4.3%	8.4%
Reentrants	85	62	89	86	84	42.9%	32.8%	39.2%	41.3%	41.4%
First Time Educators	94	110	129	113	102	47.5%	58.2%	56.8%	54.3%	50.2%
Total Exiting Next Year	126	142	142	154	-	8.9%	9.6%	9.1%	9.4%	-
Transfers Out	18	16	20	20	-	14.3%	11.3%	14.1%	13.0%	-
Leave Tennessee Educ.	108	126	122	134	-	85.7%	88.7%	85.9%	87.0%	-

Dynamics Rates					
District Rates					
District Attrition	8.9%	9.6%	9.1%	9.4%	-
Transfers In/Out	1.06	1.06	0.45	0.45	-

District Report for: MONTGOMERY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,419	1,482	1,567	1,633	1,682	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	63	62	67	70	69	4.4%	4.2%	4.3%	4.3%	4.1%
Professional Staff	124	129	132	142	151	8.7%	8.7%	8.4%	8.7%	9.0%
Total Teachers	1,232	1,291	1,368	1,421	1,462	86.8%	87.1%	87.3%	87.0%	86.9%
Special Education	138	141	151	156	158	11.2%	10.9%	11.0%	11.0%	10.8%
Pre-K & Kindergarten	104	107	106	109	109	8.4%	8.3%	7.7%	7.7%	7.5%
Elementary (1-4)	474	497	521	557	566	38.5%	38.5%	38.1%	39.2%	38.7%
Middle School (5-6)	145	151	156	146	158	11.8%	11.7%	11.4%	10.3%	10.8%
Jr. High (7-8)	117	118	136	146	155	9.5%	9.1%	9.9%	10.3%	10.6%
High School (9-12)	254	277	298	307	316	20.6%	21.5%	21.8%	21.6%	21.6%
Business	11	11	13	13	13	4.3%	4.0%	4.4%	4.2%	4.1%
Language Arts	46	43	49	55	53	18.1%	15.5%	16.4%	17.9%	16.8%
Social Studies	31	30	35	37	42	12.2%	10.8%	11.7%	12.1%	13.3%
Foreign Language	17	20	20	21	22	6.7%	7.2%	6.7%	6.8%	7.0%
Mathematics	39	40	45	45	47	15.4%	14.4%	15.1%	14.7%	14.9%
Science	33	31	39	43	44	13.0%	11.2%	13.1%	14.0%	13.9%
Vocational Education	38	40	39	42	41	15.0%	14.4%	13.1%	13.7%	13.0%
Other High School	39	62	58	51	54	15.4%	22.4%	19.5%	16.6%	17.1%

Total Enrollments	24,090	26,132	30,159	27,378	27,654	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	2,387	2,309	2,484	2,298	2,207	9.9%	8.8%	8.2%	8.4%	8.0%
Grades 1-4	7,972	8,660	10,595	9,280	9,169	33.1%	33.1%	35.1%	33.9%	33.2%
Grades 5-6	3,490	3,884	4,460	4,219	4,476	14.5%	14.9%	14.8%	15.4%	16.2%
Grades 7-8	3,408	3,738	4,402	3,905	4,016	14.1%	14.3%	14.6%	14.3%	14.5%
Grades 9-12	6,329	6,798	7,443	6,970	7,147	26.3%	26.0%	24.7%	25.5%	25.8%
Ungraded	504	743	775	706	639	2.1%	2.8%	2.6%	2.6%	2.3%



District Report for: MONTGOMERY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	63	62	67	70	69	4.6%	4.4%	4.5%	4.6%	4.4%
White - Females	36	36	37	40	39	57.1%	58.1%	55.2%	57.1%	56.5%
White - Males	24	21	23	23	23	38.1%	33.9%	34.3%	32.9%	33.3%
Black - Females	1	2	3	3	3	1.6%	3.2%	4.5%	4.3%	4.3%
Black - Males	2	3	4	4	4	3.2%	4.8%	6.0%	5.7%	5.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	118	121	123	133	141	8.7%	8.6%	8.3%	8.7%	8.9%
White - Females	96	96	97	105	110	81.4%	79.3%	78.9%	78.9%	78.0%
White - Males	14	18	17	17	18	11.9%	14.9%	13.8%	12.8%	12.8%
Black - Females	6	5	7	8	10	5.1%	4.1%	5.7%	6.0%	7.1%
Black - Males	2	2	2	3	3	1.7%	1.7%	1.6%	2.3%	2.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,179	1,226	1,295	1,332	1,368	86.7%	87.0%	87.2%	86.8%	86.7%
White - Females	911	942	994	1,034	1,045	77.3%	76.8%	76.8%	77.6%	76.4%
White - Males	171	178	202	202	218	14.5%	14.5%	15.6%	15.2%	15.9%
Black - Females	76	77	71	71	73	6.4%	6.3%	5.5%	5.3%	5.3%
Black - Males	14	16	16	14	15	1.2%	1.3%	1.2%	1.1%	1.1%
Other - Females	5	9	8	7	12	0.4%	0.7%	0.6%	0.5%	0.9%
Other - Males	2	4	4	4	5	0.2%	0.3%	0.3%	0.3%	0.4%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	23	20	18	28	23	2.2%	1.8%	1.6%	2.4%	2.0%
25-29	152	161	158	157	151	14.6%	14.8%	13.9%	13.7%	13.2%
30-34	122	139	164	158	175	11.7%	12.8%	14.5%	13.8%	15.4%
35-39	152	159	152	154	148	14.6%	14.6%	13.4%	13.5%	13.0%
40-45	172	167	183	171	159	16.5%	15.4%	16.1%	14.9%	13.9%
45-49	186	185	191	190	190	17.8%	17.0%	16.8%	16.6%	16.7%
50-54	126	144	148	153	169	12.1%	13.3%	13.1%	13.4%	14.8%
55+	111	111	120	133	125	10.6%	10.2%	10.6%	11.6%	11.0%
Average Age	41.4	41.4	41.4	41.6	41.5					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	356	377	415	409	405	28.9%	29.2%	30.3%	28.8%	27.7%
4-7 Years	204	241	271	302	312	16.6%	18.7%	19.8%	21.3%	21.3%
8-11 Years	132	145	139	155	181	10.7%	11.2%	10.2%	10.9%	12.4%
12-15 Years	128	115	127	128	130	10.4%	8.9%	9.3%	9.0%	8.9%
16-19 Years	106	109	100	109	106	8.6%	8.4%	7.3%	7.7%	7.3%
20+ Years	306	304	316	318	328	24.8%	23.5%	23.1%	22.4%	22.4%
Average Experience	11.6	11.3	11.0	11.1	11.1					

District Report for: MONTGOMERY COUNTY

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	126	142	142	154	-	8.9%	9.6%	9.1%	9.4%	-
Attrition from Transfers	18	16	20	20	-	1.3%	1.1%	1.3%	1.2%	-
Attrition from Exits	108	126	122	134	-	7.6%	8.5%	7.8%	8.2%	-
Teacher Attrition	115	130	134	147	-	9.3%	10.1%	9.8%	10.3%	-
Attrition from Transfers	18	14	19	18	-	1.5%	1.1%	1.4%	1.3%	-
Attrition from Exits	97	116	115	129	-	7.9%	9.0%	8.4%	9.1%	-

District Retention

Educator Retention	1,293	1,340	1,425	1,479	-	91.1%	90.4%	90.9%	90.6%	-
Teacher Retention	1,117	1,161	1,234	1,274	-	90.7%	89.9%	90.2%	89.7%	-

Teacher Retention

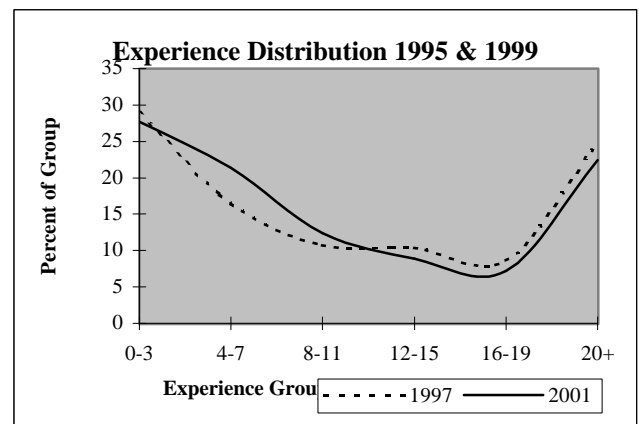
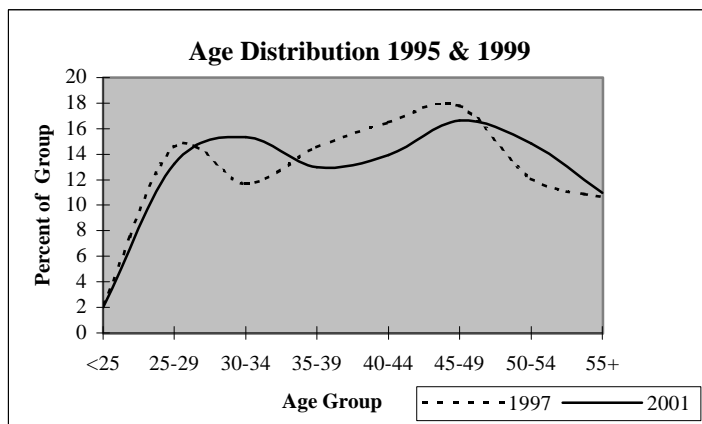
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.9%	3.0%	16.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.0%	1.2%	11.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.3%	1.8%	12.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.4%	1.5%	8.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.5%	1.9%	10.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.0%	2.3%	8.7%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality

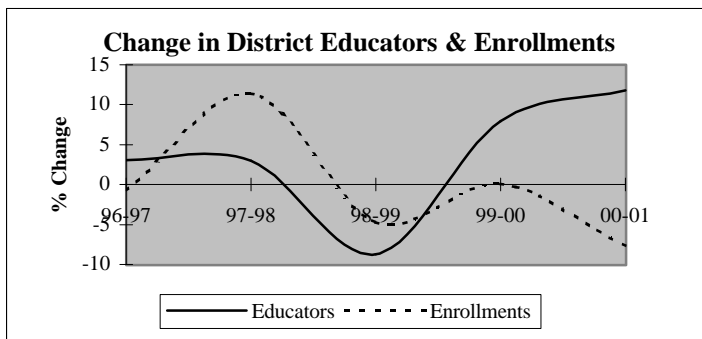
	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	12.3%	17.7%	23.2%	25.6%	25.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.8%	13.6%	17.9%	16.4%	15.4%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	2.0%	1.3%	1.9%	1.7%	1.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	84.9%	86.8%	84.0%	85.5%	86.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.2%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.9%	11.7%	14.0%	12.6%	11.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MOORE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.4	16.6	17.3	16.1	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.7	20.1	21.4	19.9	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	2	-6	5	8	-	-	-	-	-
% Change in Educators	3.1%	3.0%	-8.7%	7.9%	11.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-7	117	-54	1	-84	-	-	-	-	-
% Change in Enrollment:	-0.7%	11.4%	-4.7%	0.1%	-7.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	2.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.0%	5.8%	7.9%	7.4%	6.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.9%	11.6%	11.1%	11.8%	10.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.0%	2.9%	3.3%	4.5%	4.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	40.0%	40.0%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.1	43.2	44.6	44.4	44.4	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	15.4	16.8	16.2	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	31,567	31,556	32,572	34,742	34,495	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.7%	3.6%	4.1%	5.7%	4.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.2%	73.7%	76.5%	74.5%	76.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.5%	7.0%	3.9%	7.3%	6.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.0%	na	4.7%	4.2%	3.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.2%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

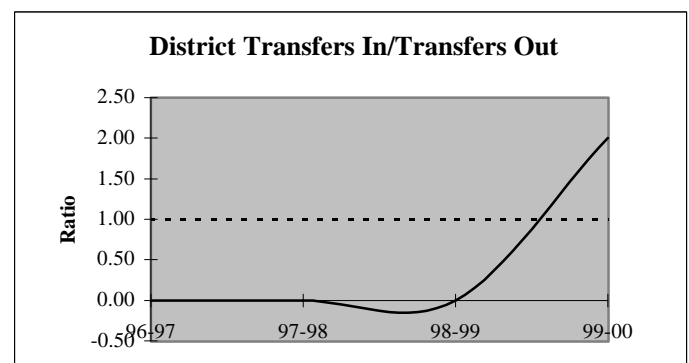
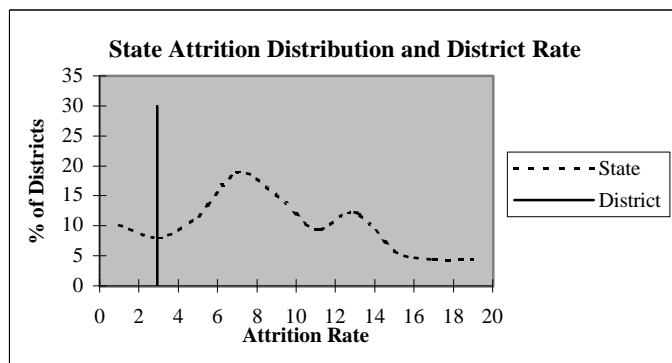
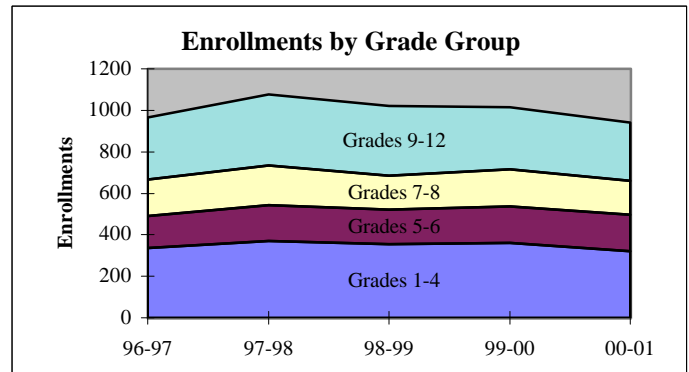
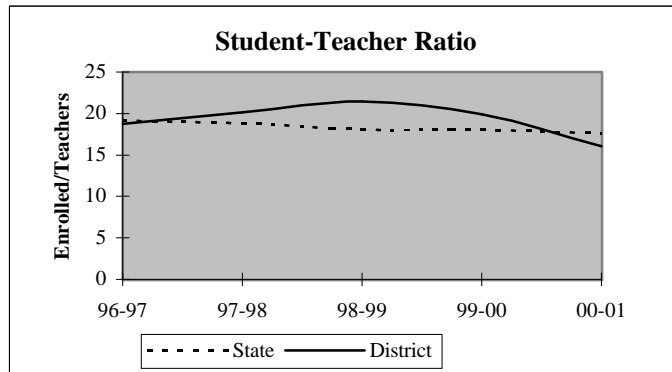
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	67	69	63	68	76	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	61	65	61	59	66	91.0%	94.2%	96.8%	86.8%	86.8%
Newly Hired	6	4	2	9	10	9.0%	5.8%	3.2%	13.2%	13.2%
Transfers In	1	2	1	2	1	16.7%	50.0%	50.0%	22.2%	10.0%
Reentrants	3	1	1	3	6	50.0%	25.0%	50.0%	33.3%	60.0%
First Time Educators	2	1	0	4	3	33.3%	25.0%	0.0%	44.4%	30.0%
Total Exiting Next Year	2	8	4	2	-	3.0%	11.6%	6.3%	2.9%	-
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Tennessee Educ.	2	8	4	1	-	100.0%	100.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	3.0%	11.6%	6.3%	2.9%	-
Transfers In/Out	nc	nc	nc	2.00	-

District Report for: MOORE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	67	69	63	68	76	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	5	6.0%	5.8%	7.9%	7.4%	6.6%
Professional Staff	8	8	7	8	8	11.9%	11.6%	11.1%	11.8%	10.5%
Total Teachers	55	57	51	55	63	82.1%	82.6%	81.0%	80.9%	82.9%
Special Education	3	4	2	4	4	5.5%	7.0%	3.9%	7.3%	6.3%
Pre-K & Kindergarten	4	4	4	4	3	7.3%	7.0%	7.8%	7.3%	4.8%
Elementary (1-4)	19	18	18	15	20	34.5%	31.6%	35.3%	27.3%	31.7%
Middle School (5-6)	6	6	6	7	8	10.9%	10.5%	11.8%	12.7%	12.7%
Jr. High (7-8)	6	5	6	6	7	10.9%	8.8%	11.8%	10.9%	11.1%
High School (9-12)	17	20	15	19	21	30.9%	35.1%	29.4%	34.5%	33.3%
Business	0	1	1	0	1	0.0%	5.0%	6.7%	0.0%	4.8%
Language Arts	2	2	2	2	2	11.8%	10.0%	13.3%	10.5%	9.5%
Social Studies	1	1	1	2	2	5.9%	5.0%	6.7%	10.5%	9.5%
Foreign Language	1	1	0	1	1	5.9%	5.0%	0.0%	5.3%	4.8%
Mathematics	3	2	2	4	2	17.6%	10.0%	13.3%	21.1%	9.5%
Science	2	3	2	2	3	11.8%	15.0%	13.3%	10.5%	14.3%
Vocational Education	4	4	4	4	4	23.5%	20.0%	26.7%	21.1%	19.0%
Other High School	4	6	3	4	6	23.5%	30.0%	20.0%	21.1%	28.6%

Total Enrollments	1,030	1,147	1,093	1,094	1,010	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	68	71	79	70	6.3%	5.9%	6.5%	7.2%	6.9%
Grades 1-4	337	370	356	361	320	32.7%	32.3%	32.6%	33.0%	31.7%
Grades 5-6	152	174	164	176	177	14.8%	15.2%	15.0%	16.1%	17.5%
Grades 7-8	176	189	165	178	163	17.1%	16.5%	15.1%	16.3%	16.1%
Grades 9-12	300	344	335	300	280	29.1%	30.0%	30.6%	27.4%	27.7%
Ungraded	0	2	2	0	0	0.0%	0.2%	0.2%	0.0%	0.0%



District Report for: MOORE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	5	5	5	6.1%	5.9%	8.2%	7.6%	6.8%
White - Females	1	1	2	2	2	25.0%	25.0%	40.0%	40.0%	40.0%
White - Males	3	3	3	3	3	75.0%	75.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	8	7	8	8	12.1%	11.8%	11.5%	12.1%	10.8%
White - Females	5	5	5	6	6	62.5%	62.5%	71.4%	75.0%	75.0%
White - Males	3	3	2	2	2	37.5%	37.5%	28.6%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	54	56	49	53	61	81.8%	82.4%	80.3%	80.3%	82.4%
White - Females	41	40	37	38	45	75.9%	71.4%	75.5%	71.7%	73.8%
White - Males	11	14	10	12	13	20.4%	25.0%	20.4%	22.6%	21.3%
Black - Females	2	2	2	3	3	3.7%	3.6%	4.1%	5.7%	4.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	2	1	0.0%	0.0%	0.0%	3.9%	1.8%
25-29	7	6	3	2	5	13.5%	11.3%	6.4%	3.9%	8.8%
30-34	5	3	5	6	7	9.6%	5.7%	10.6%	11.8%	12.3%
35-39	8	7	5	6	5	15.4%	13.2%	10.6%	11.8%	8.8%
40-45	10	13	8	9	9	19.2%	24.5%	17.0%	17.6%	15.8%
45-49	13	12	12	8	10	25.0%	22.6%	25.5%	15.7%	17.5%
50-54	4	6	9	12	9	7.7%	11.3%	19.1%	23.5%	15.8%
55+	5	6	5	6	11	9.6%	11.3%	10.6%	11.8%	19.3%
Average Age	42.1	43.2	44.6	44.4	44.4					

Experience Distribution

Teachers by Experience

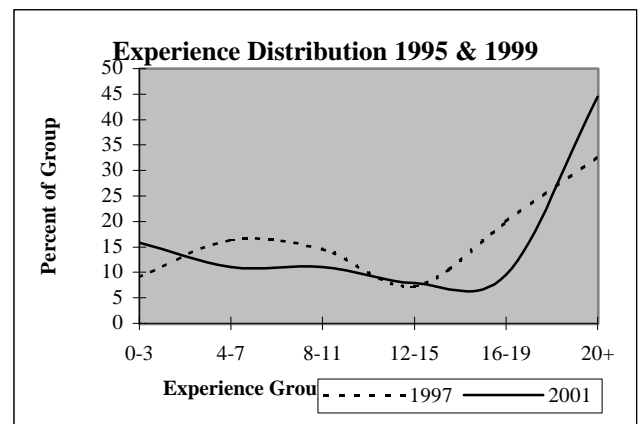
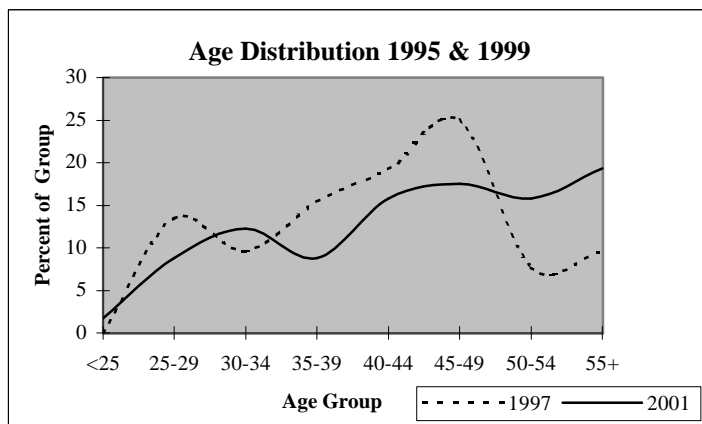
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	5	5	2	6	10	9.1%	8.8%	3.9%	10.9%	15.9%
4-7 Years	9	10	8	7	7	16.4%	17.5%	15.7%	12.7%	11.1%
8-11 Years	8	7	6	4	7	14.5%	12.3%	11.8%	7.3%	11.1%
12-15 Years	4	5	4	9	5	7.3%	8.8%	7.8%	16.4%	7.9%
16-19 Years	11	9	9	5	6	20.0%	15.8%	17.6%	9.1%	9.5%
20+ Years	18	21	22	24	28	32.7%	36.8%	43.1%	43.6%	44.4%
Average Experience	14.6	15.4	16.8	16.2	15.8					

District Report for: MOORE COUNTY

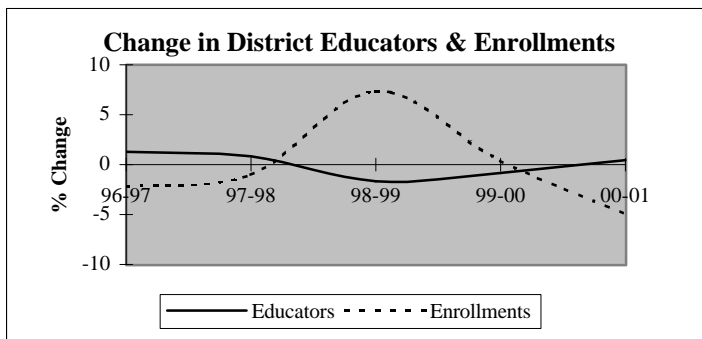
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	2	8	4	2	-	3.0%	11.6%	6.3%	2.9%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	1.5%	-
Attrition from Exits	2	8	4	1	-	3.0%	11.6%	6.3%	1.5%	-
Teacher Attrition	2	7	4	2	-	3.6%	12.3%	7.8%	3.6%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	1.8%	-
Attrition from Exits	2	7	4	1	-	3.6%	12.3%	7.8%	1.8%	-
District Retention										
Educator Retention	65	61	59	66	-	97.0%	88.4%	93.7%	97.1%	-
Teacher Retention	53	50	47	53	-	96.4%	87.7%	92.2%	96.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	62.5%	25.0%	12.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.3%	0.0%	16.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.5%	12.5%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	6.7%	5.5%	6.7%	13.0%	14.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.7%	5.5%	5.3%	5.8%	3.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	1.4%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.5%	95.7%	98.4%	89.7%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.5%	2.9%	1.6%	10.3%	11.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MORGAN COUNTY



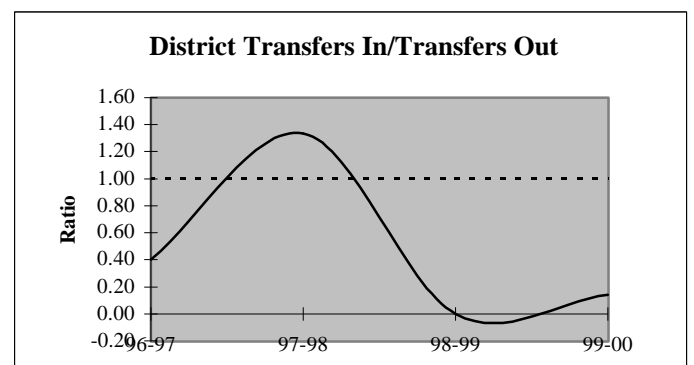
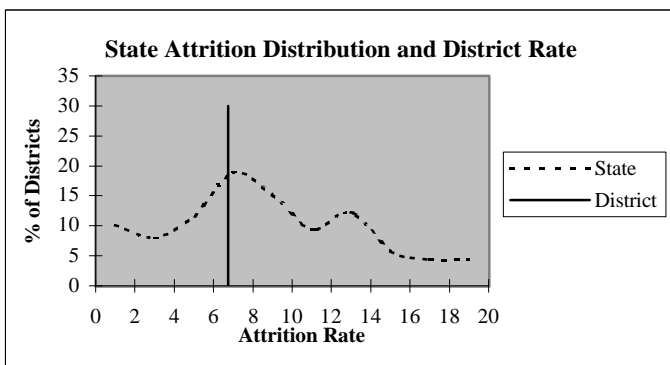
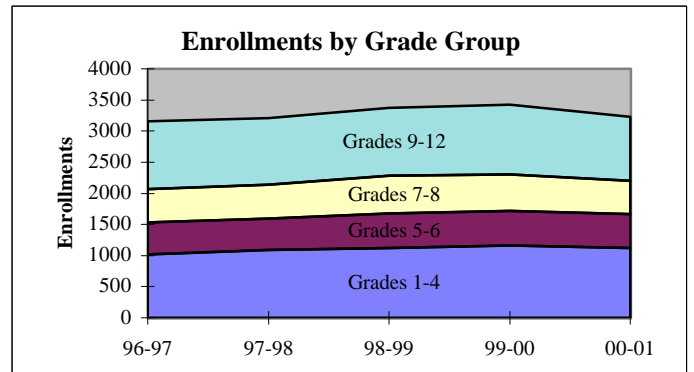
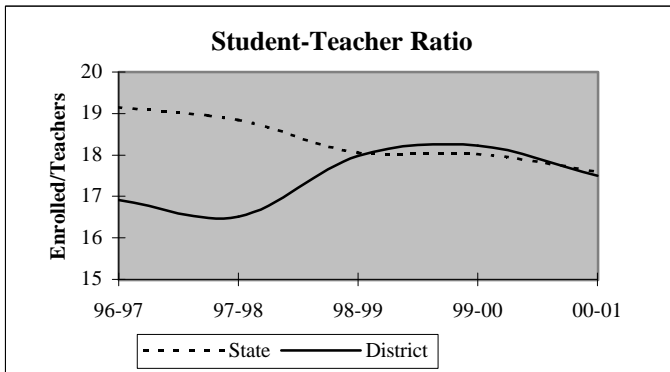
Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.5	14.3	15.6	15.8	14.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.9	16.5	18.0	18.2	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	2	-4	-2	1	-	-	-	-	-
% Change in Educators	1.3%	0.8%	-1.6%	-0.8%	0.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-78	-35	255	14	-184	-	-	-	-	-
% Change in Enrollment:	-2.2%	-1.0%	7.4%	0.4%	-4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.8%	7.0%	7.1%	6.8%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.3%	6.6%	6.3%	6.8%	8.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	21.4%	29.4%	29.4%	31.3%	43.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.1	40.1	40.9	41.3	42.7	43.3	43.5	43.6	43.7	43.9
Average Experience	11.1	11.0	11.7	12.4	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,800	29,706	30,982	32,045	32,115	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.4%	73.8%	74.4%	74.6%	73.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.2%	10.0%	9.7%	9.8%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.1%	na	0.1%	0.2%	0.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	0.0%	1.0%	0.7%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	241	243	239	237	238	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	214	214	233	221	221	88.8%	88.1%	97.5%	93.2%	92.9%
Newly Hired	27	29	6	16	17	11.2%	11.9%	2.5%	6.8%	7.1%
Transfers In	4	4	0	1	1	14.8%	13.8%	0.0%	6.3%	5.9%
Reentrants	12	7	1	5	10	44.4%	24.1%	16.7%	31.3%	58.8%
First Time Educators	11	18	5	10	6	40.7%	62.1%	83.3%	62.5%	35.3%
Total Exiting Next Year	27	10	18	16	-	11.2%	4.1%	7.5%	6.8%	-
Transfers Out	10	3	12	7	-	37.0%	30.0%	66.7%	43.8%	-
Leave Tennessee Educ.	17	7	6	9	-	63.0%	70.0%	33.3%	56.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	11.2%	4.1%	7.5%	6.8%	-
Transfers In/Out	0.40	1.33	0.00	0.14	-

District Report for: MORGAN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	241	243	239	237	238	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	17	17	16	16	5.8%	7.0%	7.1%	6.8%	6.7%
Professional Staff	20	16	15	16	19	8.3%	6.6%	6.3%	6.8%	8.0%
Total Teachers	207	210	207	205	203	85.9%	86.4%	86.6%	86.5%	85.3%
Special Education	19	21	20	20	21	9.2%	10.0%	9.7%	9.8%	10.3%
Pre-K & Kindergarten	18	17	16	16	15	8.7%	8.1%	7.7%	7.8%	7.4%
Elementary (1-4)	65	60	59	64	62	31.4%	28.6%	28.5%	31.2%	30.5%
Middle School (5-6)	26	23	25	24	26	12.6%	11.0%	12.1%	11.7%	12.8%
Jr. High (7-8)	22	21	21	18	17	10.6%	10.0%	10.1%	8.8%	8.4%
High School (9-12)	57	68	66	63	62	27.5%	32.4%	31.9%	30.7%	30.5%
Business	4	3	4	3	5	7.0%	4.4%	6.1%	4.8%	8.1%
Language Arts	8	9	9	10	8	14.0%	13.2%	13.6%	15.9%	12.9%
Social Studies	4	5	5	7	7	7.0%	7.4%	7.6%	11.1%	11.3%
Foreign Language	5	2	2	3	3	8.8%	2.9%	3.0%	4.8%	4.8%
Mathematics	6	8	8	7	5	10.5%	11.8%	12.1%	11.1%	8.1%
Science	4	4	4	4	4	7.0%	5.9%	6.1%	6.3%	6.5%
Vocational Education	12	12	12	12	13	21.1%	17.6%	18.2%	19.0%	21.0%
Other High School	14	25	22	17	17	24.6%	36.8%	33.3%	27.0%	27.4%
Total Enrollments	3,501	3,466	3,721	3,735	3,551	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	288	260	321	286	282	8.2%	7.5%	8.6%	7.7%	7.9%
Grades 1-4	1,019	1,085	1,116	1,158	1,124	29.1%	31.3%	30.0%	31.0%	31.7%
Grades 5-6	513	510	565	563	541	14.7%	14.7%	15.2%	15.1%	15.2%
Grades 7-8	536	545	600	581	535	15.3%	15.7%	16.1%	15.6%	15.1%
Grades 9-12	1,089	1,066	1,090	1,122	1,024	31.1%	30.8%	29.3%	30.0%	28.8%
Ungraded	56	0	29	25	45	1.6%	0.0%	0.8%	0.7%	1.3%



District Report for: MORGAN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	14	17	17	16	16	6.0%	7.3%	7.4%	7.0%	7.0%
White - Females	3	5	5	5	7	21.4%	29.4%	29.4%	31.3%	43.8%
White - Males	11	12	12	11	9	78.6%	70.6%	70.6%	68.8%	56.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	15	14	15	17	8.2%	6.4%	6.1%	6.5%	7.5%
White - Females	13	12	11	11	12	68.4%	80.0%	78.6%	73.3%	70.6%
White - Males	6	3	3	4	4	31.6%	20.0%	21.4%	26.7%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	200	202	200	199	194	85.8%	86.3%	86.6%	86.5%	85.5%
White - Females	153	154	153	152	148	76.5%	76.2%	76.5%	76.4%	76.3%
White - Males	47	48	47	47	46	23.5%	23.8%	23.5%	23.6%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	6	3	3	1	2.6%	3.1%	1.5%	1.6%	0.5%
25-29	35	31	31	26	20	18.1%	15.9%	15.9%	13.5%	10.8%
30-34	26	28	26	31	29	13.5%	14.4%	13.3%	16.1%	15.6%
35-39	24	28	29	25	26	12.4%	14.4%	14.9%	13.0%	14.0%
40-45	31	31	28	28	23	16.1%	15.9%	14.4%	14.5%	12.4%
45-49	32	32	33	28	30	16.6%	16.4%	16.9%	14.5%	16.1%
50-54	25	26	31	34	31	13.0%	13.3%	15.9%	17.6%	16.7%
55+	15	13	14	18	26	7.8%	6.7%	7.2%	9.3%	14.0%
Average Age	40.1	40.1	40.9	41.3	42.7					

Experience Distribution

Teachers by Experience

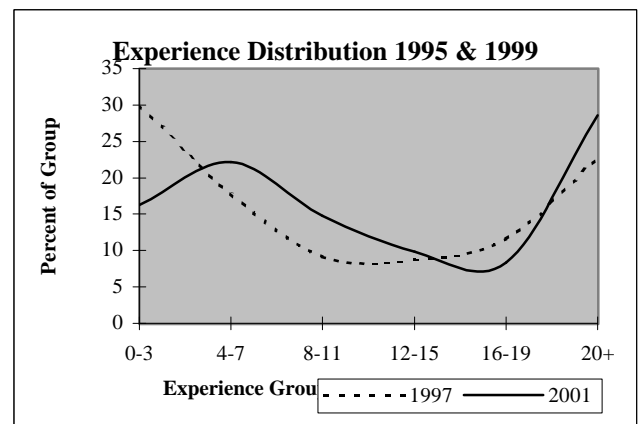
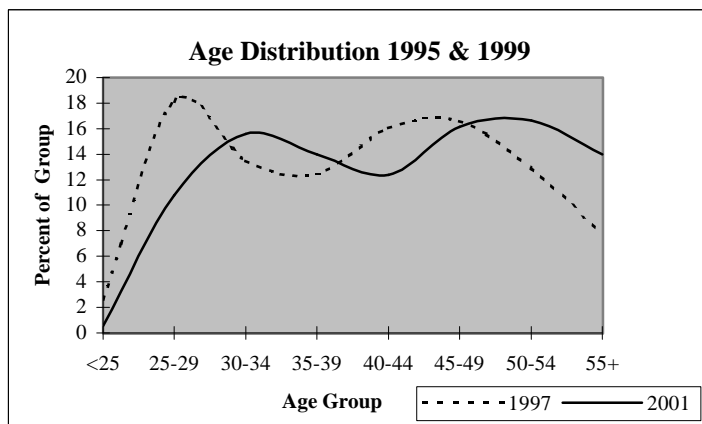
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	62	52	36	34	33	30.0%	24.8%	17.4%	16.6%	16.3%
4-7 Years	37	49	55	51	45	17.9%	23.3%	26.6%	24.9%	22.2%
8-11 Years	19	21	27	29	30	9.2%	10.0%	13.0%	14.1%	14.8%
12-15 Years	18	20	18	21	20	8.7%	9.5%	8.7%	10.2%	9.9%
16-19 Years	24	24	20	14	17	11.6%	11.4%	9.7%	6.8%	8.4%
20+ Years	47	44	51	56	58	22.7%	21.0%	24.6%	27.3%	28.6%
Average Experience	11.1	11.0	11.7	12.4	12.9					

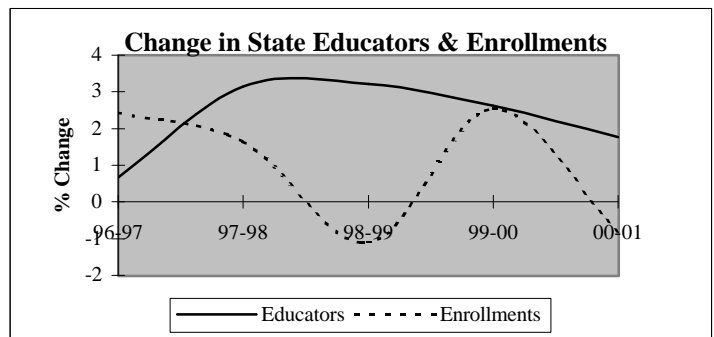
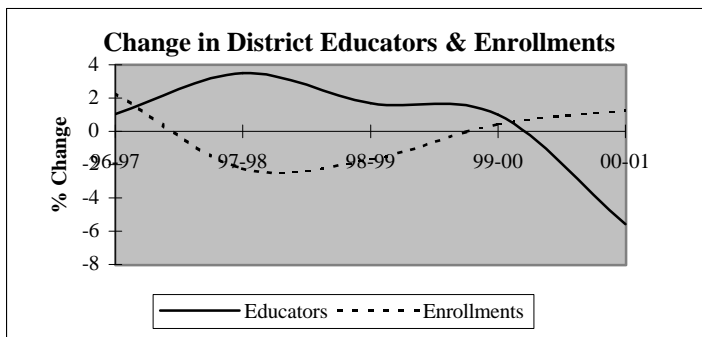
District Report for: MORGAN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	27	10	18	16	-	11.2%	4.1%	7.5%	6.8%	-
Attrition from Transfers	10	3	12	7	-	4.1%	1.2%	5.0%	3.0%	-
Attrition from Exits	17	7	6	9	-	7.1%	2.9%	2.5%	3.8%	-
Teacher Attrition	22	9	16	13	-	10.6%	4.3%	7.7%	6.3%	-
Attrition from Transfers	7	3	11	6	-	3.4%	1.4%	5.3%	2.9%	-
Attrition from Exits	15	6	5	7	-	7.2%	2.9%	2.4%	3.4%	-
District Retention										
Educator Retention	214	233	221	221	-	88.8%	95.9%	92.5%	93.2%	-
Teacher Retention	185	201	191	192	-	89.4%	95.7%	92.3%	93.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	86.4%	6.8%	6.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.9%	6.5%	9.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.3%	7.4%	7.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	95.2%	3.2%	1.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.8%	9.2%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.3%	4.8%	7.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.4%	14.7%	16.5%	17.9%	19.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.4%	12.3%	13.0%	12.1%	11.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.6%	0.0%	0.4%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	87.7%	95.8%	93.2%	93.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.5%	10.7%	4.2%	6.3%	6.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.6	14.8	14.3	14.2	15.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.9	16.8	16.2	16.1	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	10	5	3	-17	-	-	-	-	-
% Change in Educators	1.1%	3.5%	1.7%	1.0%	-5.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	102	-100	-75	19	54	-	-	-	-	-
% Change in Enrollment:	2.3%	-2.2%	-1.7%	0.4%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	0.7%	0.3%	0.7%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	3.7%	3.6%	3.9%	3.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.4%	8.3%	7.9%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.2%	2.1%	2.0%	2.0%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	8.3%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.3	44.5	44.7	44.4	44.6	43.3	43.5	43.6	43.7	43.9
Average Experience	16.4	16.1	16.4	15.9	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	32,063	32,101	33,186	33,930	34,365	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.4%	2.3%	2.3%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.5%	78.2%	79.3%	78.8%	78.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.2%	10.3%	9.8%	10.0%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.7%	na	6.2%	6.0%	6.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.2%	0.8%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

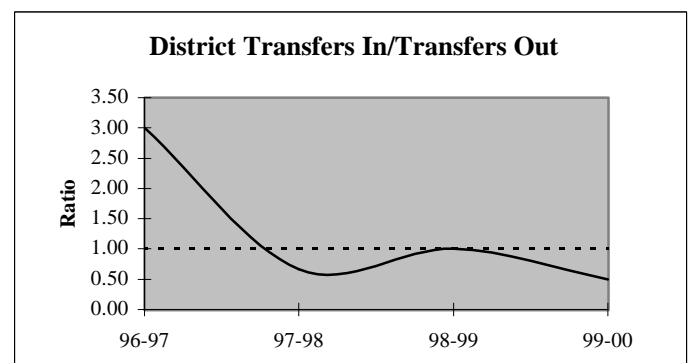
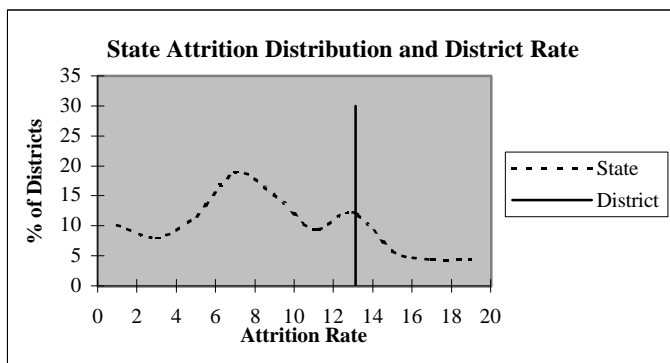
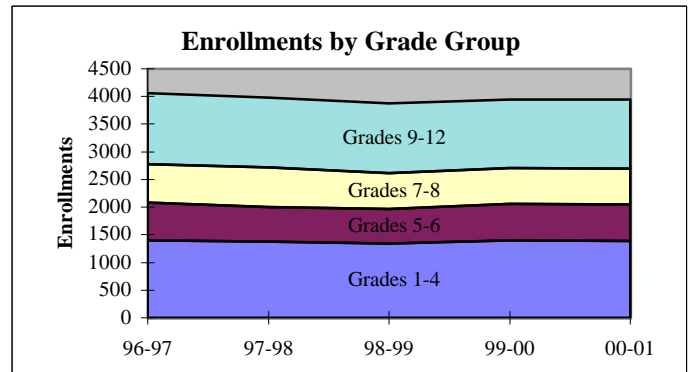
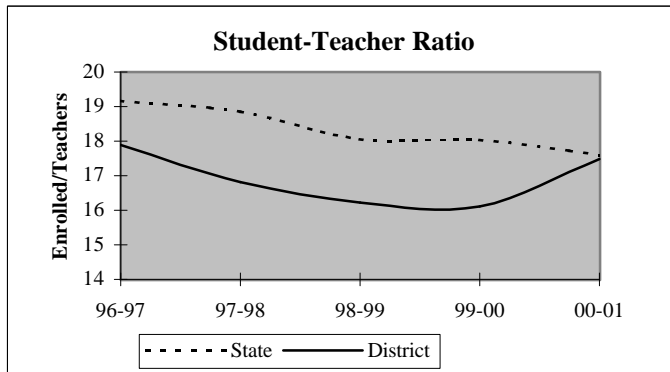
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	287	297	302	305	288	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	276	276	288	280	265	96.2%	92.9%	95.4%	91.8%	92.0%
Newly Hired	11	21	14	25	23	3.8%	7.1%	4.6%	8.2%	8.0%
Transfers In	3	2	2	1	3	27.3%	9.5%	14.3%	4.0%	13.0%
Reentrants	2	9	5	6	10	18.2%	42.9%	35.7%	24.0%	43.5%
First Time Educators	6	10	7	18	10	54.5%	47.6%	50.0%	72.0%	43.5%
Total Exiting Next Year	11	9	22	40	-	3.8%	3.0%	7.3%	13.1%	-
Transfers Out	1	3	2	2	-	9.1%	33.3%	9.1%	5.0%	-
Leave Tennessee Educ.	10	6	20	38	-	90.9%	66.7%	90.9%	95.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	3.8%	3.0%	7.3%	13.1%	-
Transfers In/Out	3.00	0.67	1.00	0.50	-

District Report for: OBION COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	287	297	302	305	288	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	12	10	3.8%	3.7%	3.6%	3.9%	3.5%
Professional Staff	25	25	25	24	27	8.7%	8.4%	8.3%	7.9%	9.4%
Total Teachers	251	261	266	269	251	87.5%	87.9%	88.1%	88.2%	87.2%
Special Education	28	27	26	27	25	11.2%	10.3%	9.8%	10.0%	10.0%
Pre-K & Kindergarten	17	18	20	20	20	6.8%	6.9%	7.5%	7.4%	8.0%
Elementary (1-4)	81	87	87	88	83	32.3%	33.3%	32.7%	32.7%	33.1%
Middle School (5-6)	29	30	33	33	30	11.6%	11.5%	12.4%	12.3%	12.0%
Jr. High (7-8)	28	31	31	32	33	11.2%	11.9%	11.7%	11.9%	13.1%
High School (9-12)	68	68	69	69	60	27.1%	26.1%	25.9%	25.7%	23.9%
Business	3	2	2	1	2	4.4%	2.9%	2.9%	1.4%	3.3%
Language Arts	9	10	10	9	7	13.2%	14.7%	14.5%	13.0%	11.7%
Social Studies	6	7	7	6	5	8.8%	10.3%	10.1%	8.7%	8.3%
Foreign Language	3	2	2	3	3	4.4%	2.9%	2.9%	4.3%	5.0%
Mathematics	7	7	8	8	8	10.3%	10.3%	11.6%	11.6%	13.3%
Science	7	6	6	7	7	10.3%	8.8%	8.7%	10.1%	11.7%
Vocational Education	20	20	20	19	15	29.4%	29.4%	29.0%	27.5%	25.0%
Other High School	13	14	14	16	13	19.1%	20.6%	20.3%	23.2%	21.7%

Total Enrollments	4,488	4,388	4,313	4,332	4,386	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	369	359	385	338	394	8.2%	8.2%	8.9%	7.8%	9.0%
Grades 1-4	1,395	1,376	1,343	1,394	1,389	31.1%	31.4%	31.1%	32.2%	31.7%
Grades 5-6	682	631	628	662	663	15.2%	14.4%	14.6%	15.3%	15.1%
Grades 7-8	695	711	646	648	646	15.5%	16.2%	15.0%	15.0%	14.7%
Grades 9-12	1,294	1,260	1,263	1,237	1,244	28.8%	28.7%	29.3%	28.6%	28.4%
Ungraded	53	51	48	53	50	1.2%	1.2%	1.1%	1.2%	1.1%



District Report for: OBION COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	11	11	12	10	4.0%	3.8%	3.8%	4.1%	3.6%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	8.3%	20.0%
White - Males	11	11	11	11	8	100.0%	100.0%	100.0%	91.7%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	25	25	24	27	9.0%	8.7%	8.5%	8.1%	9.8%
White - Females	19	21	21	21	21	76.0%	84.0%	84.0%	87.5%	77.8%
White - Males	6	4	4	3	6	24.0%	16.0%	16.0%	12.5%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	242	250	257	259	238	87.1%	87.4%	87.7%	87.8%	86.5%
White - Females	188	194	201	200	188	77.7%	77.6%	78.2%	77.2%	79.0%
White - Males	48	50	50	53	44	19.8%	20.0%	19.5%	20.5%	18.5%
Black - Females	6	6	6	6	5	2.5%	2.4%	2.3%	2.3%	2.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	5	5	2	0.4%	0.4%	2.0%	2.0%	0.9%
25-29	24	24	19	20	18	10.2%	9.9%	7.7%	8.1%	8.0%
30-34	16	17	25	29	27	6.8%	7.0%	10.1%	11.7%	11.9%
35-39	26	29	20	22	23	11.0%	12.0%	8.1%	8.9%	10.2%
40-45	33	35	41	30	29	14.0%	14.5%	16.5%	12.1%	12.8%
45-49	68	56	47	50	39	28.8%	23.1%	19.0%	20.2%	17.3%
50-54	40	49	53	56	53	16.9%	20.2%	21.4%	22.7%	23.5%
55+	28	31	38	35	35	11.9%	12.8%	15.3%	14.2%	15.5%
Average Age	44.3	44.5	44.7	44.4	44.6					

Experience Distribution

Teachers by Experience

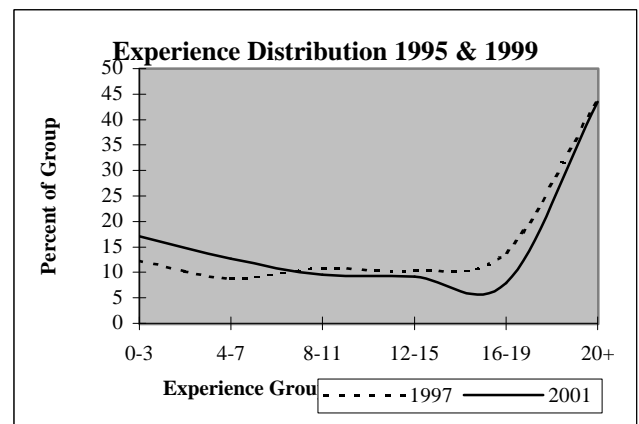
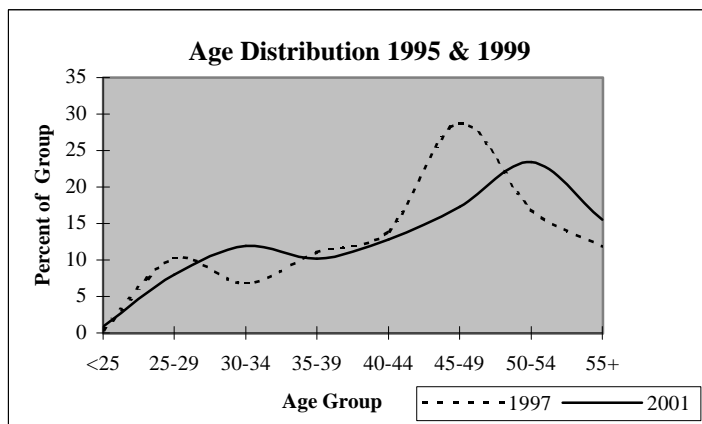
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	31	39	37	44	43	12.4%	14.9%	13.9%	16.4%	17.1%
4-7 Years	22	29	38	42	32	8.8%	11.1%	14.3%	15.6%	12.7%
8-11 Years	27	19	16	17	24	10.8%	7.3%	6.0%	6.3%	9.6%
12-15 Years	26	29	26	21	23	10.4%	11.1%	9.8%	7.8%	9.2%
16-19 Years	35	32	31	29	20	13.9%	12.3%	11.7%	10.8%	8.0%
20+ Years	110	113	118	116	109	43.8%	43.3%	44.4%	43.1%	43.4%
Average Experience	16.4	16.1	16.4	15.9	15.8					

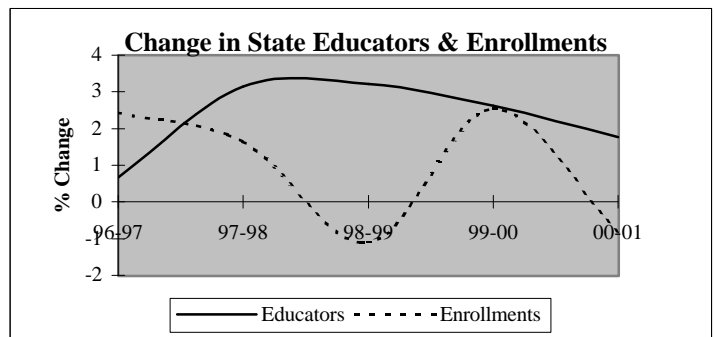
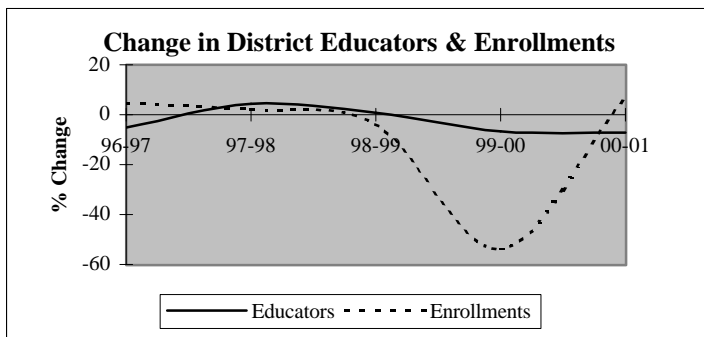
District Report for: OBION COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	9	22	40	-	3.8%	3.0%	7.3%	13.1%	-
Attrition from Transfers	1	3	2	2	-	0.3%	1.0%	0.7%	0.7%	-
Attrition from Exits	10	6	20	38	-	3.5%	2.0%	6.6%	12.5%	-
Teacher Attrition	10	9	20	33	-	4.0%	3.4%	7.5%	12.3%	-
Attrition from Transfers	1	3	2	2	-	0.4%	1.1%	0.8%	0.7%	-
Attrition from Exits	9	6	18	31	-	3.6%	2.3%	6.8%	11.5%	-
District Retention										
Educator Retention	276	288	280	265	-	96.2%	97.0%	92.7%	86.9%	-
Teacher Retention	241	252	246	236	-	96.0%	96.6%	92.5%	87.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.4%	4.2%	10.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.0%	2.0%	14.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	97.7%	0.0%	2.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.0%	0.0%	7.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.1%	0.0%	5.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.1%	0.0%	7.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	4.7%	8.3%	11.4%	15.1%	16.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.4%	5.8%	8.5%	7.7%	4.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.3%	1.0%	0.7%	1.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	93.3%	95.0%	91.5%	91.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.8%	6.4%	4.0%	7.9%	7.3%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	27.2	26.6	25.4	12.5	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	32.7	32.0	30.8	15.1	17.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-6	5	1	-8	-8	-	-	-	-	-
% Change in Educators	-5.0%	4.4%	0.8%	-6.7%	-7.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	139	61	-120	-1,643	99	-	-	-	-	-
% Change in Enrollment:	4.7%	2.0%	-3.8%	-54.0%	7.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	1.7%	0.8%	0.0%	15.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	5.0%	6.7%	5.4%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.3%	11.8%	10.8%	11.6%	11.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.3%	6.0%	5.2%	6.5%	7.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	16.7%	12.5%	20.0%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	16.7%	25.0%	16.7%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	46.1	46.3	46.6	47.3	47.3	43.3	43.5	43.6	43.7	43.9
Average Experience	18.7	18.6	18.2	18.6	18.3	13.8	13.7	13.7	13.4	13.3
Average Salary	38,358	37,399	39,119	41,435	39,153	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.6%	6.3%	5.3%	6.7%	7.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.8%	74.7%	76.8%	78.5%	81.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.5%	8.1%	8.1%	8.6%	8.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	43.4%	na	43.2%	43.8%	45.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	1.4%	0.0%	1.1%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

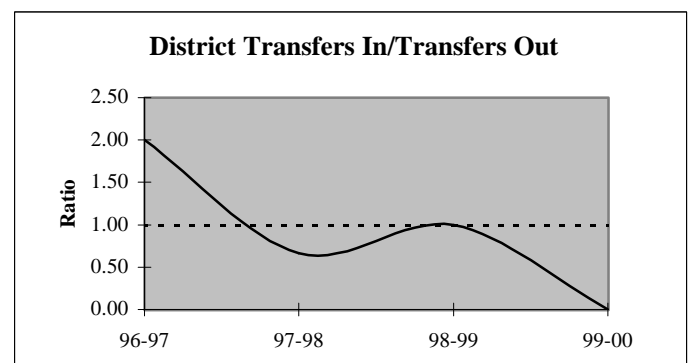
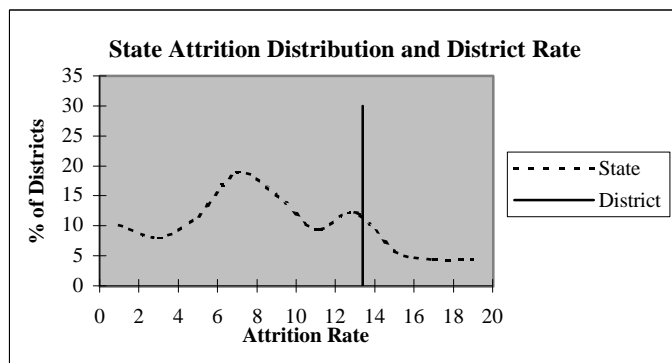
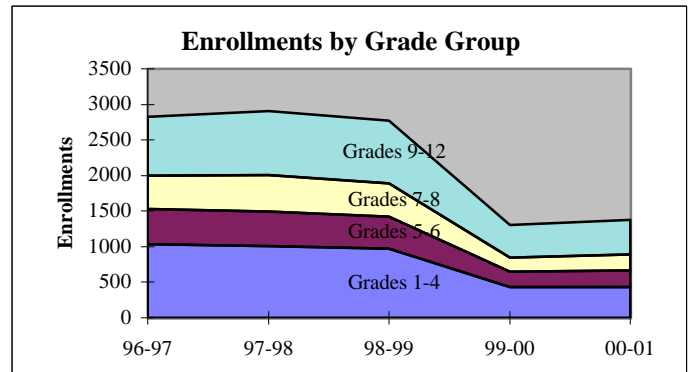
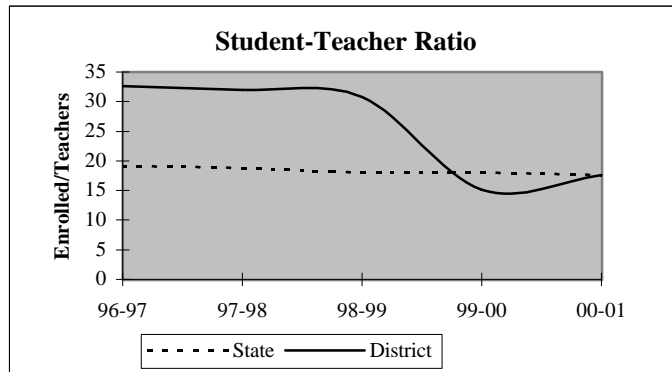
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	114	119	120	112	104	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	108	113	111	109	97	94.7%	95.0%	92.5%	97.3%	93.3%
Newly Hired	6	6	9	3	7	5.3%	5.0%	7.5%	2.7%	6.7%
Transfers In	2	2	1	0	1	33.3%	33.3%	11.1%	0.0%	14.3%
Reentrants	3	1	4	1	4	50.0%	16.7%	44.4%	33.3%	57.1%
First Time Educators	1	3	4	2	2	16.7%	50.0%	44.4%	66.7%	28.6%
Total Exiting Next Year	1	8	11	15	-	0.9%	6.7%	9.2%	13.4%	-
Transfers Out	1	3	1	1	-	100.0%	37.5%	9.1%	6.7%	-
Leave Tennessee Educ.	0	5	10	14	-	0.0%	62.5%	90.9%	93.3%	-

Dynamics Rates	District Rates				
District Attrition	0.9%	6.7%	9.2%	13.4%	-
Transfers In/Out	2.00	0.67	1.00	0.00	-

District Report for: UNION CITY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	114	119	120	112	104	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	8	6	7	4.4%	5.0%	6.7%	5.4%	6.7%
Professional Staff	14	14	13	13	12	12.3%	11.8%	10.8%	11.6%	11.5%
Total Teachers	95	99	99	93	85	83.3%	83.2%	82.5%	83.0%	81.7%
Special Education	9	8	8	8	7	9.5%	8.1%	8.1%	8.6%	8.2%
Pre-K & Kindergarten	6	7	7	5	5	6.3%	7.1%	7.1%	5.4%	5.9%
Elementary (1-4)	30	33	33	32	32	31.6%	33.3%	33.3%	34.4%	37.6%
Middle School (5-6)	11	11	9	9	9	11.6%	11.1%	9.1%	9.7%	10.6%
Jr. High (7-8)	10	12	14	13	9	10.5%	12.1%	14.1%	14.0%	10.6%
High School (9-12)	29	28	28	26	23	30.5%	28.3%	28.3%	28.0%	27.1%
Business	2	2	2	1	1	6.9%	7.1%	7.1%	3.8%	4.3%
Language Arts	4	4	4	3	3	13.8%	14.3%	14.3%	11.5%	13.0%
Social Studies	5	5	5	4	4	17.2%	17.9%	17.9%	15.4%	17.4%
Foreign Language	2	2	2	2	2	6.9%	7.1%	7.1%	7.7%	8.7%
Mathematics	4	2	3	3	4	13.8%	7.1%	10.7%	11.5%	17.4%
Science	2	2	2	4	1	6.9%	7.1%	7.1%	15.4%	4.3%
Vocational Education	5	5	5	5	4	17.2%	17.9%	17.9%	19.2%	17.4%
Other High School	5	6	5	4	4	17.2%	21.4%	17.9%	15.4%	17.4%

Total Enrollments	3,104	3,165	3,045	1,402	1,501	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	241	213	229	77	116	7.8%	6.7%	7.5%	5.5%	7.7%
Grades 1-4	1,037	1,007	970	433	434	33.4%	31.8%	31.9%	30.9%	28.9%
Grades 5-6	490	488	453	217	236	15.8%	15.4%	14.9%	15.5%	15.7%
Grades 7-8	474	513	462	197	220	15.3%	16.2%	15.2%	14.1%	14.7%
Grades 9-12	826	901	885	462	484	26.6%	28.5%	29.1%	33.0%	32.2%
Ungraded	36	43	46	16	11	1.2%	1.4%	1.5%	1.1%	0.7%



District Report for: UNION CITY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	6	8	5	6	4.5%	5.2%	6.9%	4.6%	6.0%
White - Females	1	1	2	1	2	20.0%	16.7%	25.0%	20.0%	33.3%
White - Males	4	4	5	3	3	80.0%	66.7%	62.5%	60.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	16.7%	12.5%	20.0%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	14	13	13	12	12.6%	12.1%	11.2%	12.0%	12.0%
White - Females	10	10	10	10	10	71.4%	71.4%	76.9%	76.9%	83.3%
White - Males	4	4	3	3	2	28.6%	28.6%	23.1%	23.1%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	92	96	95	90	82	82.9%	82.8%	81.9%	83.3%	82.0%
White - Females	65	67	70	66	62	70.7%	69.8%	73.7%	73.3%	75.6%
White - Males	20	23	20	18	14	21.7%	24.0%	21.1%	20.0%	17.1%
Black - Females	5	5	4	5	5	5.4%	5.2%	4.2%	5.6%	6.1%
Black - Males	2	1	1	1	1	2.2%	1.0%	1.1%	1.1%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	1.1%	0.0%
25-29	5	6	3	0	1	5.4%	6.3%	3.2%	0.0%	1.3%
30-34	3	5	7	8	8	3.2%	5.3%	7.5%	9.2%	10.1%
35-39	10	11	11	9	6	10.8%	11.6%	11.8%	10.3%	7.6%
40-45	17	15	13	8	9	18.3%	15.8%	14.0%	9.2%	11.4%
45-49	25	18	18	20	19	26.9%	18.9%	19.4%	23.0%	24.1%
50-54	21	23	27	26	23	22.6%	24.2%	29.0%	29.9%	29.1%
55+	12	17	14	15	13	12.9%	17.9%	15.1%	17.2%	16.5%

Average Age

46.1 46.3 46.6 47.3 47.3

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	10	8	7	8	7.4%	10.1%	8.1%	7.5%	9.4%
4-7 Years	5	7	10	10	6	5.3%	7.1%	10.1%	10.8%	7.1%
8-11 Years	7	5	5	5	8	7.4%	5.1%	5.1%	5.4%	9.4%
12-15 Years	7	9	13	11	9	7.4%	9.1%	13.1%	11.8%	10.6%
16-19 Years	23	15	8	3	5	24.2%	15.2%	8.1%	3.2%	5.9%
20+ Years	46	53	55	57	49	48.4%	53.5%	55.6%	61.3%	57.6%

Average Experience

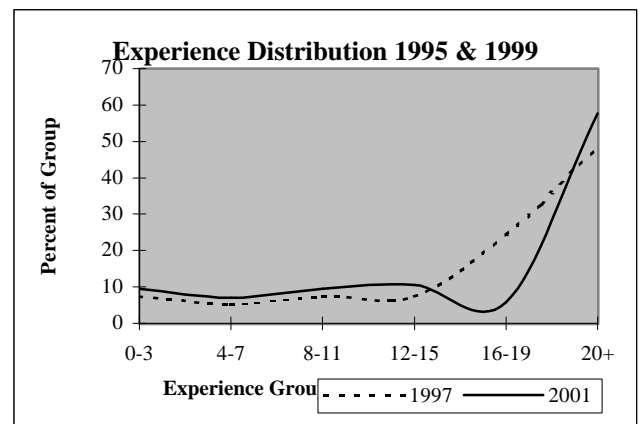
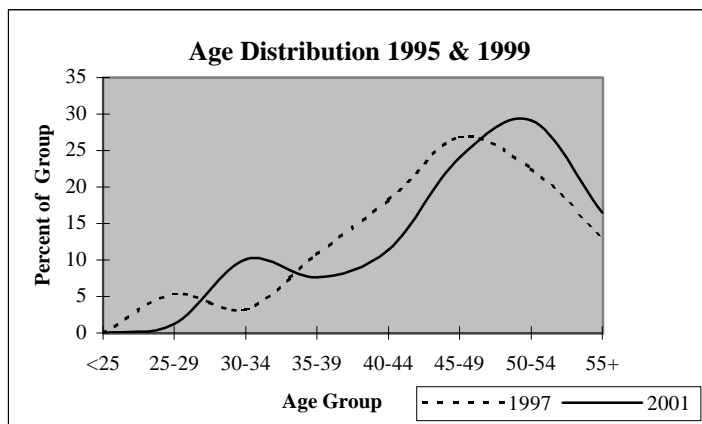
18.7 18.6 18.2 18.6 18.3

District Report for: UNION CITY

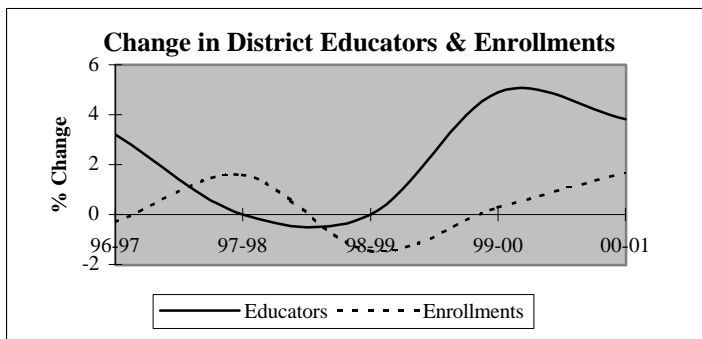
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	1	8	11	15	-	0.9%	6.7%	9.2%	13.4%	-
Attrition from Transfers	1	3	1	1	-	0.9%	2.5%	0.8%	0.9%	-
Attrition from Exits	0	5	10	14	-	0.0%	4.2%	8.3%	12.5%	-
Teacher Attrition	0	8	6	13	-	0.0%	8.1%	6.1%	14.0%	-
Attrition from Transfers	0	3	0	0	-	0.0%	3.0%	0.0%	0.0%	-
Attrition from Exits	0	5	6	13	-	0.0%	5.1%	6.1%	14.0%	-
District Retention										
Educator Retention	113	111	109	97	-	99.1%	93.3%	90.8%	86.6%	-
Teacher Retention	95	91	93	80	-	100.0%	91.9%	93.9%	86.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	16.7%	16.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	100.0%	0.0%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.9%	0.0%	11.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	81.8%	9.1%	9.1%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	81.8%	0.0%	18.2%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.9%	0.0%	11.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	3.1%	4.0%	5.2%	7.0%	7.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.8%	3.0%	2.6%	1.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.8%	0.8%	1.8%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.5%	95.0%	92.5%	95.5%	93.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.5%	4.2%	6.7%	2.7%	5.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: OVERTON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.0	14.2	14.0	13.4	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.3	17.1	16.8	15.5	15.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	0	0	11	9	-	-	-	-	-
% Change in Educators	3.2%	0.0%	0.0%	4.9%	3.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-10	50	-47	9	53	-	-	-	-	-
% Change in Enrollment:	-0.3%	1.6%	-1.5%	0.3%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	0.0%	0.9%	0.8%	6.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.9%	4.9%	4.7%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.3%	12.0%	11.6%	8.5%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.4%	0.4%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	10.0%	9.1%	9.1%	9.1%	9.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	30.0%	18.2%	18.2%	36.4%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	41.9	42.2	42.6	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	15.0	14.5	14.9	15.2	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,068	29,494	30,154	31,510	31,311	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.8%	75.4%	77.7%	76.1%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.3%	8.6%	7.4%	10.2%	9.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.4%	0.3%	0.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.3%	0.6%	0.3%	0.4%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

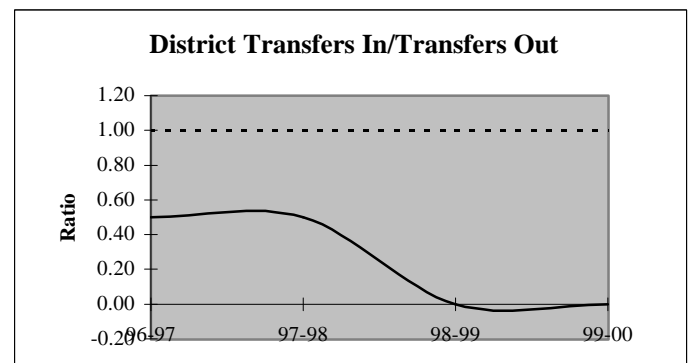
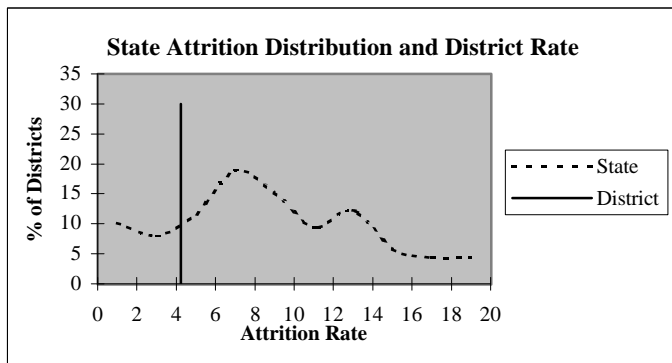
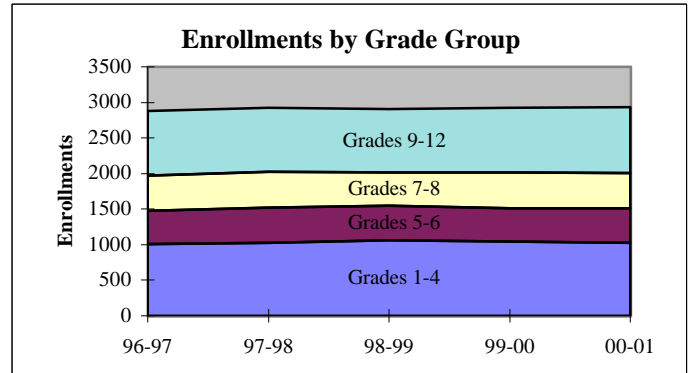
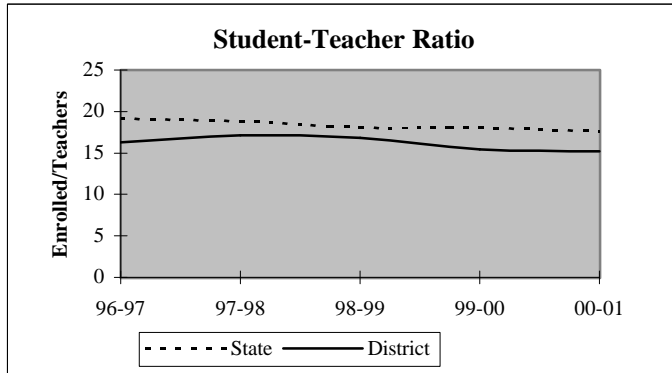
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	225	225	225	236	245	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	211	207	210	219	226	93.8%	92.0%	93.3%	92.8%	92.2%
Newly Hired	14	18	15	17	19	6.2%	8.0%	6.7%	7.2%	7.8%
Transfers In	1	1	0	1	1	7.1%	5.6%	0.0%	5.9%	5.3%
Reentrants	6	8	2	3	7	42.9%	44.4%	13.3%	17.6%	36.8%
First Time Educators	7	9	13	13	11	50.0%	50.0%	86.7%	76.5%	57.9%
Total Exiting Next Year	18	15	6	10	-	8.0%	6.7%	2.7%	4.2%	-
Transfers Out	2	2	2	0	-	11.1%	13.3%	33.3%	0.0%	-
Leave Tennessee Educ.	16	13	4	10	-	88.9%	86.7%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	6.7%	2.7%	4.2%	-
Transfers In/Out	0.50	0.50	0.00	nc	-

District Report for: OVERTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	225	225	225	236	245	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	11	11	11	11	4.4%	4.9%	4.9%	4.7%	4.5%
Professional Staff	21	27	26	20	22	9.3%	12.0%	11.6%	8.5%	9.0%
Total Teachers	194	187	188	205	212	86.2%	83.1%	83.6%	86.9%	86.5%
Special Education	22	16	14	21	21	11.3%	8.6%	7.4%	10.2%	9.9%
Pre-K & Kindergarten	16	16	17	15	13	8.2%	8.6%	9.0%	7.3%	6.1%
Elementary (1-4)	72	68	71	82	86	37.1%	36.4%	37.8%	40.0%	40.6%
Middle School (5-6)	19	18	23	20	21	9.8%	9.6%	12.2%	9.8%	9.9%
Jr. High (7-8)	20	23	21	19	22	10.3%	12.3%	11.2%	9.3%	10.4%
High School (9-12)	45	46	42	48	49	23.2%	24.6%	22.3%	23.4%	23.1%
Business	4	4	4	1	0	8.9%	8.7%	9.5%	2.1%	0.0%
Language Arts	5	5	5	5	4	11.1%	10.9%	11.9%	10.4%	8.2%
Social Studies	6	6	5	6	6	13.3%	13.0%	11.9%	12.5%	12.2%
Foreign Language	2	2	2	2	2	4.4%	4.3%	4.8%	4.2%	4.1%
Mathematics	3	3	3	7	6	6.7%	6.5%	7.1%	14.6%	12.2%
Science	4	5	5	5	5	8.9%	10.9%	11.9%	10.4%	10.2%
Vocational Education	10	9	7	12	12	22.2%	19.6%	16.7%	25.0%	24.5%
Other High School	11	12	11	10	14	24.4%	26.1%	26.2%	20.8%	28.6%

Total Enrollments	3,156	3,206	3,159	3,168	3,221	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	258	265	238	233	270	8.2%	8.3%	7.5%	7.4%	8.4%
Grades 1-4	1,011	1,026	1,061	1,042	1,022	32.0%	32.0%	33.6%	32.9%	31.7%
Grades 5-6	461	492	489	473	489	14.6%	15.3%	15.5%	14.9%	15.2%
Grades 7-8	498	505	468	501	499	15.8%	15.8%	14.8%	15.8%	15.5%
Grades 9-12	911	898	886	907	926	28.9%	28.0%	28.0%	28.6%	28.7%
Ungraded	17	20	17	12	15	0.5%	0.6%	0.5%	0.4%	0.5%



District Report for: OVERTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	11	11	11	11	4.5%	4.9%	4.9%	4.7%	4.5%
White - Females	2	1	1	3	3	20.0%	9.1%	9.1%	27.3%	27.3%
White - Males	7	9	9	7	7	70.0%	81.8%	81.8%	63.6%	63.6%
Black - Females	1	1	1	1	1	10.0%	9.1%	9.1%	9.1%	9.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	21	27	26	20	22	9.4%	12.1%	11.6%	8.5%	9.1%
White - Females	16	22	22	18	18	76.2%	81.5%	84.6%	90.0%	81.8%
White - Males	4	4	4	2	4	19.0%	14.8%	15.4%	10.0%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	4.8%	3.7%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	193	186	187	204	210	86.2%	83.0%	83.5%	86.8%	86.4%
White - Females	149	141	146	156	161	77.2%	75.8%	78.1%	76.5%	76.7%
White - Males	44	45	41	48	49	22.8%	24.2%	21.9%	23.5%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	3	7	9	7	3.2%	1.7%	3.9%	4.5%	3.4%
25-29	18	20	19	22	30	9.6%	11.2%	10.6%	11.1%	14.8%
30-34	28	28	22	22	25	14.9%	15.6%	12.2%	11.1%	12.3%
35-39	18	21	23	25	22	9.6%	11.7%	12.8%	12.6%	10.8%
40-45	30	28	29	28	22	16.0%	15.6%	16.1%	14.1%	10.8%
45-49	42	34	27	25	26	22.3%	19.0%	15.0%	12.6%	12.8%
50-54	25	29	35	47	49	13.3%	16.2%	19.4%	23.7%	24.1%
55+	21	16	18	20	22	11.2%	8.9%	10.0%	10.1%	10.8%
Average Age	42.4	41.9	42.2	42.6	42.0					

Experience Distribution

Teachers by Experience

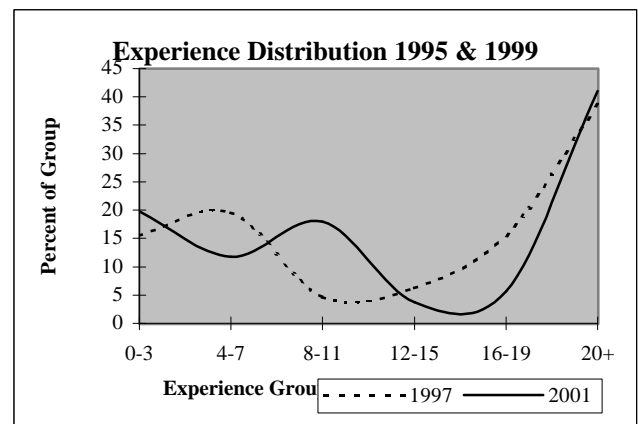
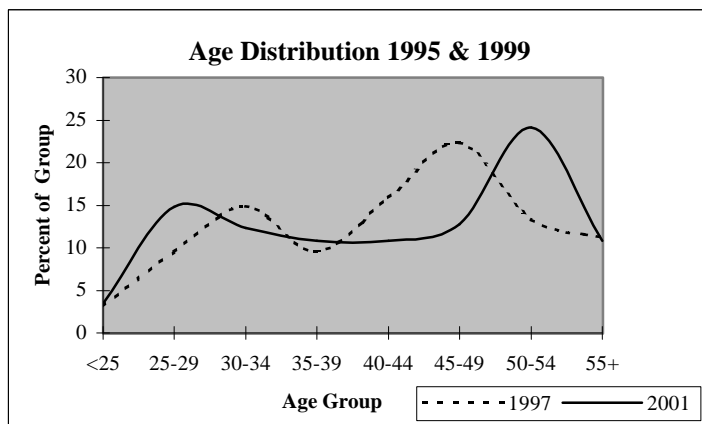
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	30	33	33	34	42	15.5%	17.6%	17.6%	16.6%	19.8%
4-7 Years	38	26	22	29	25	19.6%	13.9%	11.7%	14.1%	11.8%
8-11 Years	9	26	31	31	38	4.6%	13.9%	16.5%	15.1%	17.9%
12-15 Years	12	8	6	8	8	6.2%	4.3%	3.2%	3.9%	3.8%
16-19 Years	30	24	23	19	12	15.5%	12.8%	12.2%	9.3%	5.7%
20+ Years	75	70	73	84	87	38.7%	37.4%	38.8%	41.0%	41.0%
Average Experience	15.0	14.5	14.9	15.2	14.9					

District Report for: OVERTON COUNTY

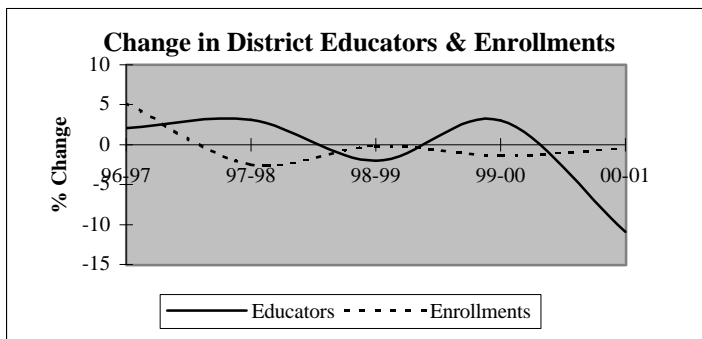
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	18	15	6	10	-	8.0%	6.7%	2.7%	4.2%	-
Attrition from Transfers	2	2	2	0	-	0.9%	0.9%	0.9%	0.0%	-
Attrition from Exits	16	13	4	10	-	7.1%	5.8%	1.8%	4.2%	-
Teacher Attrition	15	9	3	10	-	7.7%	4.8%	1.6%	4.9%	-
Attrition from Transfers	2	2	0	0	-	1.0%	1.1%	0.0%	0.0%	-
Attrition from Exits	13	7	3	10	-	6.7%	3.7%	1.6%	4.9%	-
District Retention										
Educator Retention	207	210	219	226	-	92.0%	93.3%	97.3%	95.8%	-
Teacher Retention	179	178	185	195	-	92.3%	95.2%	98.4%	95.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	91.5%	4.3%	4.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.0%	2.3%	4.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	94.3%	2.9%	2.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	94.6%	2.7%	2.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.7%	2.8%	5.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.4%	11.0%	16.2%	17.6%	21.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.8%	8.7%	12.1%	11.6%	10.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.9%	0.0%	0.4%	0.8%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.6%	92.4%	91.9%	91.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.2%	8.4%	6.7%	6.8%	7.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: PERRY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.6	12.9	13.1	12.5	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.9	15.0	15.9	15.3	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	3	-2	3	-11	-	-	-	-	-
% Change in Educators	2.1%	3.1%	-2.0%	3.1%	-10.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	65	-33	-2	-18	-5	-	-	-	-	-
% Change in Enrollment:	5.2%	-2.5%	-0.2%	-1.4%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	1.0%	0.0%	0.0%	2.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.0%	6.1%	5.9%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.3%	9.0%	11.2%	11.9%	13.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.0%	1.0%	1.0%	1.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	40.0%	33.3%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	38.3	39.0	38.7	39.2	40.2	43.3	43.5	43.6	43.7	43.9
Average Experience	10.3	10.8	10.2	10.8	12.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,541	30,128	31,694	32,660	32,608	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.3%	1.2%	1.3%	1.2%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.7%	73.3%	74.1%	77.1%	81.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.5%	14.0%	13.6%	12.0%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.2%	na	2.6%	3.6%	2.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	0.4%	0.1%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

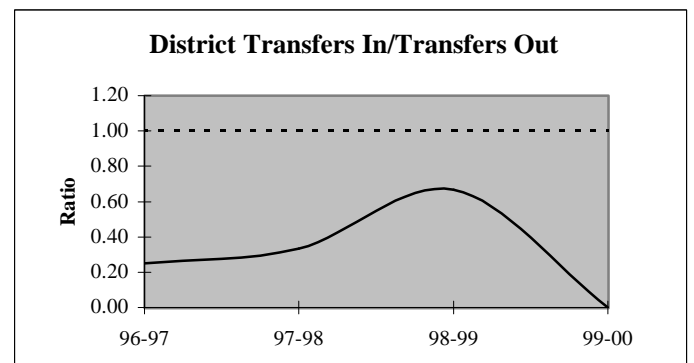
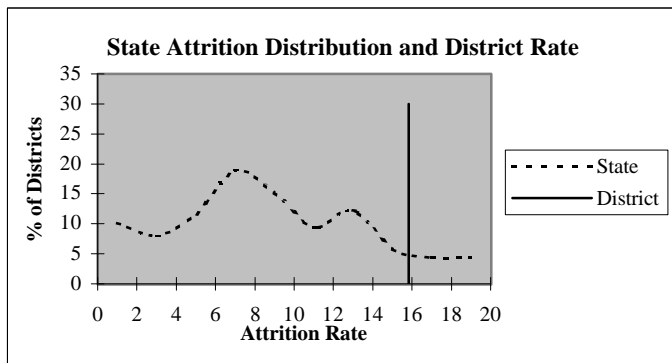
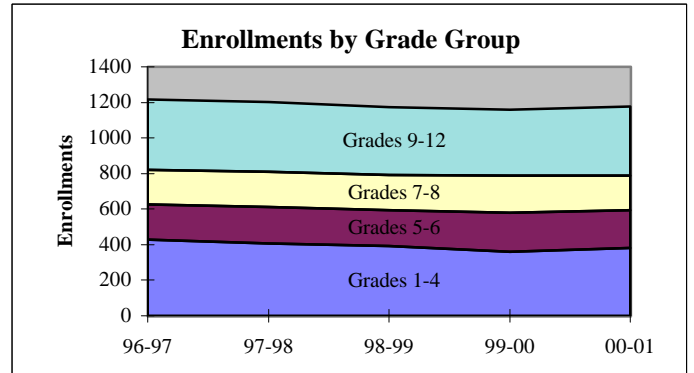
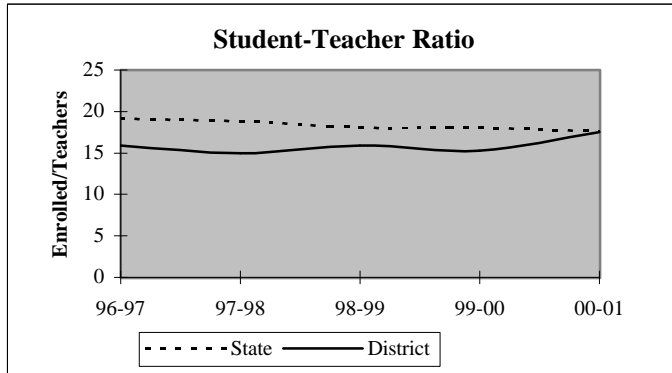
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	97	100	98	101	90	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	87	88	87	93	85	89.7%	88.0%	88.8%	92.1%	94.4%
Newly Hired	10	12	11	8	5	10.3%	12.0%	11.2%	7.9%	5.6%
Transfers In	1	1	2	0	0	10.0%	8.3%	18.2%	0.0%	0.0%
Reentrants	2	2	2	2	2	20.0%	16.7%	18.2%	25.0%	40.0%
First Time Educators	7	9	7	6	3	70.0%	75.0%	63.6%	75.0%	60.0%
Total Exiting Next Year	9	13	5	16	-	9.3%	13.0%	5.1%	15.8%	-
Transfers Out	4	3	3	4	-	44.4%	23.1%	60.0%	25.0%	-
Leave Tennessee Educ.	5	10	2	12	-	55.6%	76.9%	40.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	9.3%	13.0%	5.1%	15.8%	-
Transfers In/Out	0.25	0.33	0.67	0.00	-

District Report for: PERRY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	97	100	98	101	90	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	6	6	5.2%	5.0%	6.1%	5.9%	6.7%
Professional Staff	9	9	11	12	12	9.3%	9.0%	11.2%	11.9%	13.3%
Total Teachers	83	86	81	83	72	85.6%	86.0%	82.7%	82.2%	80.0%
Special Education	12	12	11	10	7	14.5%	14.0%	13.6%	12.0%	9.7%
Pre-K & Kindergarten	5	5	5	6	6	6.0%	5.8%	6.2%	7.2%	8.3%
Elementary (1-4)	27	26	25	27	24	32.5%	30.2%	30.9%	32.5%	33.3%
Middle School (5-6)	7	8	8	9	9	8.4%	9.3%	9.9%	10.8%	12.5%
Jr. High (7-8)	9	10	10	9	10	10.8%	11.6%	12.3%	10.8%	13.9%
High School (9-12)	23	25	22	22	16	27.7%	29.1%	27.2%	26.5%	22.2%
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
Language Arts	3	3	3	3	2	13.0%	12.0%	13.6%	13.6%	12.5%
Social Studies	2	1	2	3	1	8.7%	4.0%	9.1%	13.6%	6.3%
Foreign Language	1	0	1	1	1	4.3%	0.0%	4.5%	4.5%	6.3%
Mathematics	2	3	3	3	3	8.7%	12.0%	13.6%	13.6%	18.8%
Science	3	1	2	2	2	13.0%	4.0%	9.1%	9.1%	12.5%
Vocational Education	7	6	6	6	6	30.4%	24.0%	27.3%	27.3%	37.5%
Other High School	5	11	5	4	0	21.7%	44.0%	22.7%	18.2%	0.0%

Total Enrollments	1,320	1,287	1,285	1,267	1,262	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	89	80	102	100	80	6.7%	6.2%	7.9%	7.9%	6.3%
Grades 1-4	430	407	393	361	382	32.6%	31.6%	30.6%	28.5%	30.3%
Grades 5-6	197	206	200	218	211	14.9%	16.0%	15.6%	17.2%	16.7%
Grades 7-8	194	196	199	209	196	14.7%	15.2%	15.5%	16.5%	15.5%
Grades 9-12	395	393	381	370	387	29.9%	30.5%	29.6%	29.2%	30.7%
Ungraded	15	5	10	9	6	1.1%	0.4%	0.8%	0.7%	0.5%



District Report for: PERRY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	6	5	5	5.4%	5.1%	6.3%	5.1%	5.7%
White - Females	2	2	2	1	1	40.0%	40.0%	33.3%	20.0%	20.0%
White - Males	3	3	4	4	4	60.0%	60.0%	66.7%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	11	12	12	9.7%	9.2%	11.5%	12.1%	13.6%
White - Females	7	7	8	9	9	77.8%	77.8%	72.7%	75.0%	75.0%
White - Males	2	2	3	3	3	22.2%	22.2%	27.3%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	79	84	79	82	71	84.9%	85.7%	82.3%	82.8%	80.7%
White - Females	61	62	59	63	58	77.2%	73.8%	74.7%	76.8%	81.7%
White - Males	17	21	19	18	12	21.5%	25.0%	24.1%	22.0%	16.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.3%	1.2%	1.3%	1.2%	1.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	4	1	2	2.7%	2.6%	5.8%	1.4%	2.9%
25-29	15	13	12	16	11	20.5%	16.9%	17.4%	21.6%	16.2%
30-34	11	12	11	10	9	15.1%	15.6%	15.9%	13.5%	13.2%
35-39	11	14	11	13	12	15.1%	18.2%	15.9%	17.6%	17.6%
40-45	15	12	12	11	11	20.5%	15.6%	17.4%	14.9%	16.2%
45-49	9	12	9	11	12	12.3%	15.6%	13.0%	14.9%	17.6%
50-54	7	8	6	7	7	9.6%	10.4%	8.7%	9.5%	10.3%
55+	3	4	4	5	4	4.1%	5.2%	5.8%	6.8%	5.9%
Average Age	38.3	39.0	38.7	39.2	40.2					

Experience Distribution

Teachers by Experience

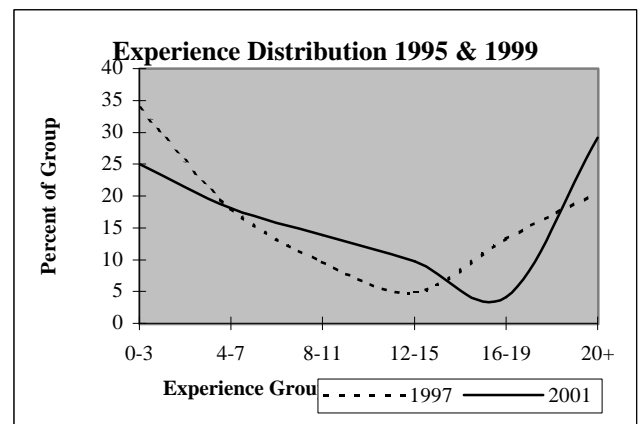
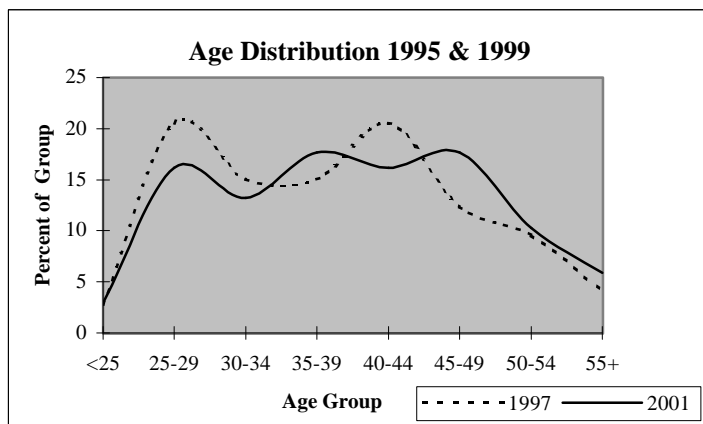
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	28	27	24	25	18	33.7%	31.4%	29.6%	30.1%	25.0%
4-7 Years	15	15	14	16	13	18.1%	17.4%	17.3%	19.3%	18.1%
8-11 Years	8	10	14	11	10	9.6%	11.6%	17.3%	13.3%	13.9%
12-15 Years	4	4	4	6	7	4.8%	4.7%	4.9%	7.2%	9.7%
16-19 Years	11	10	8	4	3	13.3%	11.6%	9.9%	4.8%	4.2%
20+ Years	17	20	17	21	21	20.5%	23.3%	21.0%	25.3%	29.2%
Average Experience	10.3	10.8	10.2	10.8	12.3					

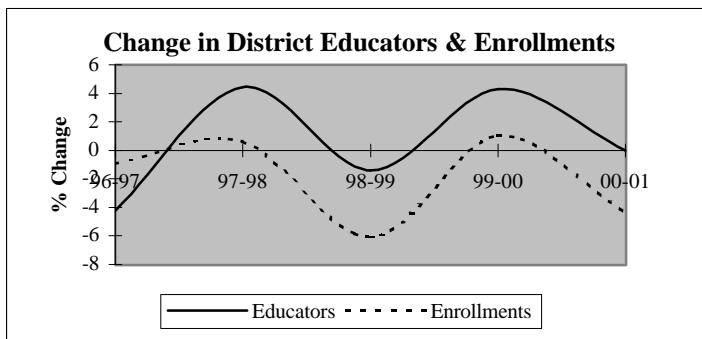
District Report for: PERRY COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	13	5	16	-	9.3%	13.0%	5.1%	15.8%	-
Attrition from Transfers	4	3	3	4	-	4.1%	3.0%	3.1%	4.0%	-
Attrition from Exits	5	10	2	12	-	5.2%	10.0%	2.0%	11.9%	-
Teacher Attrition	9	12	5	15	-	10.8%	14.0%	6.2%	18.1%	-
Attrition from Transfers	4	3	3	3	-	4.8%	3.5%	3.7%	3.6%	-
Attrition from Exits	5	9	2	12	-	6.0%	10.5%	2.5%	14.5%	-
District Retention										
Educator Retention	88	87	93	85	-	90.7%	87.0%	94.9%	84.2%	-
Teacher Retention	74	74	76	68	-	89.2%	86.0%	93.8%	81.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.1%	7.7%	10.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	74.3%	2.9%	22.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	3.1%	9.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	73.9%	8.7%	17.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	80.0%	5.0%	15.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.9%	4.5%	4.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	12.0%	16.4%	16.7%	20.0%	18.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	12.9%	14.3%	15.2%	11.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	1.0%	1.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.7%	87.0%	89.8%	92.1%	94.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.3%	12.0%	9.2%	7.9%	5.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	12.1	11.6	11.1	10.7	10.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.5	14.7	14.1	13.3	12.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	3	-1	3	0	-	-	-	-	-
% Change in Educators	-4.2%	4.4%	-1.4%	4.3%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-8	5	-50	8	-34	-	-	-	-	-
% Change in Enrollment:	-1.0%	0.6%	-6.1%	1.0%	-4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	1.4%	1.4%	1.4%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	5.6%	5.7%	4.1%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	17.6%	15.5%	15.7%	15.1%	13.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	25.0%	25.0%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.3	39.8	41.0	40.3	41.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	13.2	14.5	13.7	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	31,262	30,580	32,524	33,350	33,526	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.7%	75.0%	74.5%	76.3%	75.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.4%	10.7%	9.1%	8.5%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.0%	na	0.0%	0.0%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	2.3%	2.0%	2.0%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

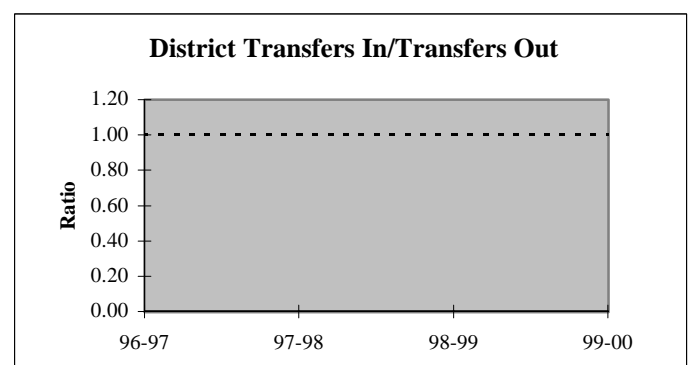
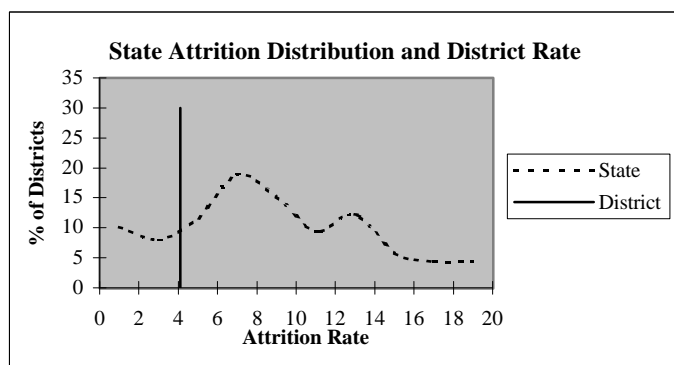
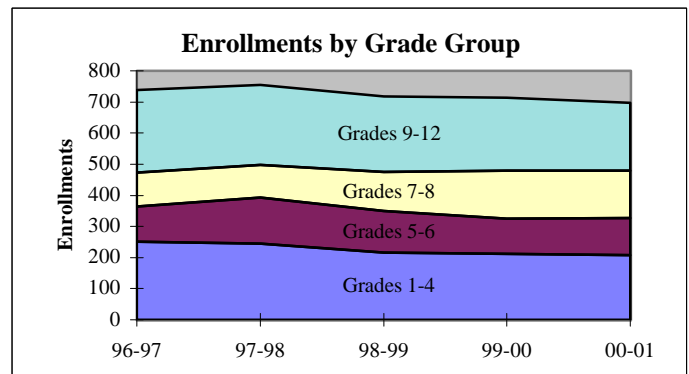
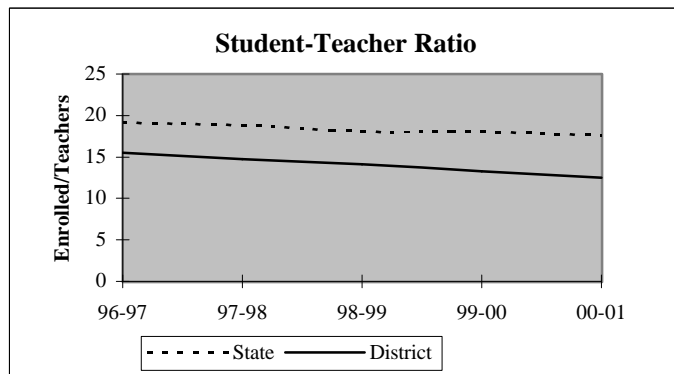
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	68	71	70	73	73	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	68	66	70	67	70	100.0%	93.0%	100.0%	91.8%	95.9%
Newly Hired	0	5	0	6	3	0.0%	7.0%	0.0%	8.2%	4.1%
Transfers In	0	1	0	0	1	0.0%	20.0%	0.0%	0.0%	33.3%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	4	0	6	2	0.0%	80.0%	0.0%	100.0%	66.7%
Total Exiting Next Year	2	1	3	3	-	2.9%	1.4%	4.3%	4.1%	-
Transfers Out	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	1	1	3	3	-	50.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	2.9%	1.4%	4.3%	4.1%	-
Transfers In/Out	0.00	nc	nc	nc	-

District Report for: PICKETT COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	68	71	70	73	73	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	3	3	4.4%	5.6%	5.7%	4.1%	4.1%
Professional Staff	12	11	11	11	10	17.6%	15.5%	15.7%	15.1%	13.7%
Total Teachers	53	56	55	59	60	77.9%	78.9%	78.6%	80.8%	82.2%
Special Education	5	6	5	5	5	9.4%	10.7%	9.1%	8.5%	8.3%
Pre-K & Kindergarten	3	3	3	4	4	5.7%	5.4%	5.5%	6.8%	6.7%
Elementary (1-4)	22	19	18	18	20	41.5%	33.9%	32.7%	30.5%	33.3%
Middle School (5-6)	5	8	8	10	8	9.4%	14.3%	14.5%	16.9%	13.3%
Jr. High (7-8)	7	6	7	7	8	13.2%	10.7%	12.7%	11.9%	13.3%
High School (9-12)	11	14	14	15	15	20.8%	25.0%	25.5%	25.4%	25.0%
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
Language Arts	2	2	2	2	1	18.2%	14.3%	14.3%	13.3%	6.7%
Social Studies	1	2	2	2	2	9.1%	14.3%	14.3%	13.3%	13.3%
Foreign Language	1	0	0	0	0	9.1%	0.0%	0.0%	0.0%	0.0%
Mathematics	2	1	1	1	1	18.2%	7.1%	7.1%	6.7%	6.7%
Science	1	2	2	1	1	9.1%	14.3%	14.3%	6.7%	6.7%
Vocational Education	3	5	5	5	5	27.3%	35.7%	35.7%	33.3%	33.3%
Other High School	1	2	2	4	4	9.1%	14.3%	14.3%	26.7%	26.7%

Total Enrollments	820	825	775	783	749	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	52	45	53	40	7.2%	6.3%	5.8%	6.8%	5.3%
Grades 1-4	251	245	215	212	207	30.6%	29.7%	27.7%	27.1%	27.6%
Grades 5-6	114	148	135	113	121	13.9%	17.9%	17.4%	14.4%	16.2%
Grades 7-8	107	105	125	155	152	13.0%	12.7%	16.1%	19.8%	20.3%
Grades 9-12	267	256	242	234	217	32.6%	31.0%	31.2%	29.9%	29.0%
Ungraded	22	19	13	16	12	2.7%	2.3%	1.7%	2.0%	1.6%



District Report for: PICKETT COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	3	4	4	3	3	4.5%	5.7%	5.8%	4.2%	4.2%
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	33.3%	33.3%
White - Males	3	3	3	2	2	100.0%	75.0%	75.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	11	11	11	10	17.9%	15.7%	15.9%	15.3%	13.9%
White - Females	11	9	9	9	7	91.7%	81.8%	81.8%	81.8%	70.0%
White - Males	1	2	2	2	3	8.3%	18.2%	18.2%	18.2%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	52	55	54	58	59	77.6%	78.6%	78.3%	80.6%	81.9%
White - Females	38	42	41	45	45	73.1%	76.4%	75.9%	77.6%	76.3%
White - Males	14	13	13	13	14	26.9%	23.6%	24.1%	22.4%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	2	1	0	1.9%	3.6%	3.7%	1.7%	0.0%
25-29	5	8	5	10	7	9.6%	14.5%	9.3%	17.2%	12.3%
30-34	10	11	8	7	8	19.2%	20.0%	14.8%	12.1%	14.0%
35-39	10	9	12	14	14	19.2%	16.4%	22.2%	24.1%	24.6%
40-45	7	7	9	8	8	13.5%	12.7%	16.7%	13.8%	14.0%
45-49	10	7	4	3	3	19.2%	12.7%	7.4%	5.2%	5.3%
50-54	6	8	10	11	10	11.5%	14.5%	18.5%	19.0%	17.5%
55+	3	3	4	4	7	5.8%	5.5%	7.4%	6.9%	12.3%
Average Age	40.3	39.8	41.0	40.3	41.8					

Experience Distribution

Teachers by Experience

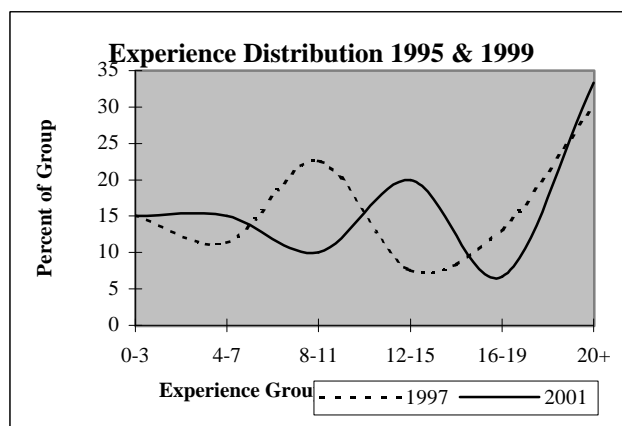
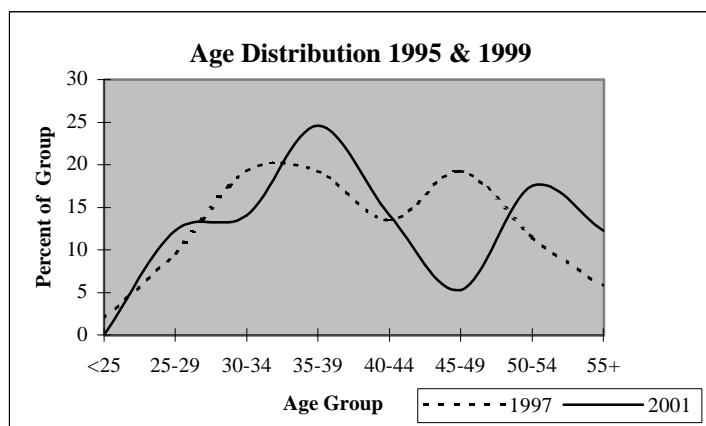
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	8	9	4	9	9	15.1%	16.1%	7.3%	15.3%	15.0%
4-7 Years	6	7	11	12	9	11.3%	12.5%	20.0%	20.3%	15.0%
8-11 Years	12	13	9	5	6	22.6%	23.2%	16.4%	8.5%	10.0%
12-15 Years	4	6	9	10	12	7.5%	10.7%	16.4%	16.9%	20.0%
16-19 Years	7	5	4	5	4	13.2%	8.9%	7.3%	8.5%	6.7%
20+ Years	16	16	18	18	20	30.2%	28.6%	32.7%	30.5%	33.3%
Average Experience	13.5	13.2	14.5	13.7	14.7					

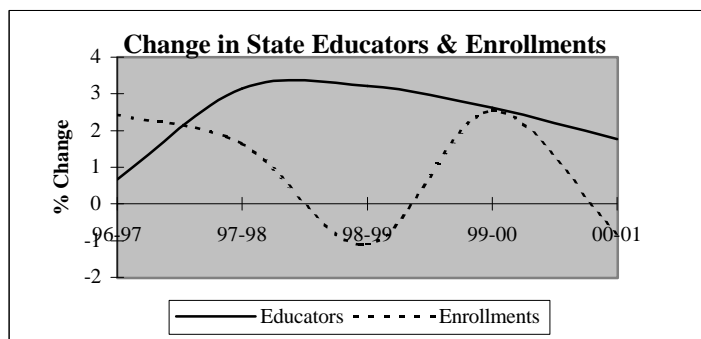
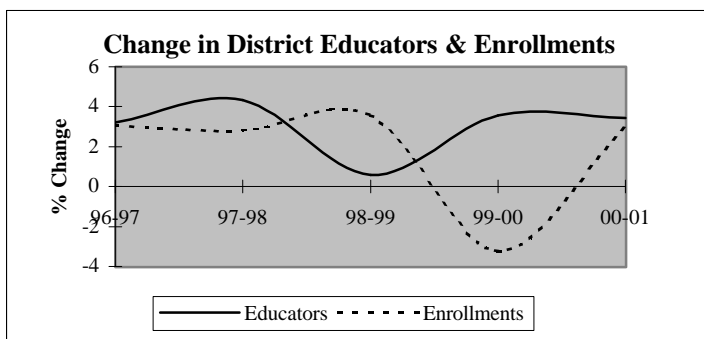
District Report for: PICKETT COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	2	1	3	3	-	2.9%	1.4%	4.3%	4.1%	-
Attrition from Transfers	1	0	0	0	-	1.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	3	3	-	1.5%	1.4%	4.3%	4.1%	-
Teacher Attrition	1	1	2	2	-	1.9%	1.8%	3.6%	3.4%	-
Attrition from Transfers	1	0	0	0	-	1.9%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	2	2	-	0.0%	1.8%	3.6%	3.4%	-
District Retention										
Educator Retention	66	70	67	70	-	97.1%	98.6%	95.7%	95.9%	-
Teacher Retention	52	55	53	57	-	98.1%	98.2%	96.4%	96.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	0.0%	25.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.7%	14.3%	0.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.9%	0.0%	9.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	4.0%	10.4%	8.9%	18.5%	9.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.3%	6.5%	5.1%	11.1%	6.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	100.0%	94.4%	100.0%	91.8%	97.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	0.0%	5.6%	0.0%	8.2%	2.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	14.9	14.7	15.2	14.2	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.4	17.2	17.5	16.3	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	5	7	1	6	6	-	-	-	-	-
% Change in Educators	3.2%	4.3%	0.6%	3.6%	3.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	71	67	88	-83	74	-	-	-	-	-
% Change in Enrollment:	3.0%	2.8%	3.6%	-3.2%	3.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.6%	0.0%	7.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.2%	6.0%	5.3%	5.1%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.1%	8.3%	8.3%	8.0%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	10.0%	10.0%	11.1%	11.1%	11.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	44.7	44.6	45.3	45.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.6	14.5	14.5	13.8	13.8	13.7	13.7	13.4	13.3
Average Salary	30,629	31,314	32,519	34,651	33,376	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	70.3%	70.1%	71.9%	73.7%	73.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.4%	9.0%	8.9%	8.6%	7.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.3%	na	0.4%	0.5%	0.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	2.2%	1.3%	1.3%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	161	168	169	175	181	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	145	151	157	156	154	90.1%	89.9%	92.9%	89.1%	85.1%
Newly Hired	16	17	12	19	27	9.9%	10.1%	7.1%	10.9%	14.9%
Transfers In	1	2	0	1	2	6.3%	11.8%	0.0%	5.3%	7.4%
Reentrants	2	4	3	9	12	12.5%	23.5%	25.0%	47.4%	44.4%
First Time Educators	13	11	9	9	13	81.3%	64.7%	75.0%	47.4%	48.1%
Total Exiting Next Year	10	11	13	21	-	6.2%	6.5%	7.7%	12.0%	-
Transfers Out	5	0	2	3	-	50.0%	0.0%	15.4%	14.3%	-
Leave Tennessee Educ.	5	11	11	18	-	50.0%	100.0%	84.6%	85.7%	-

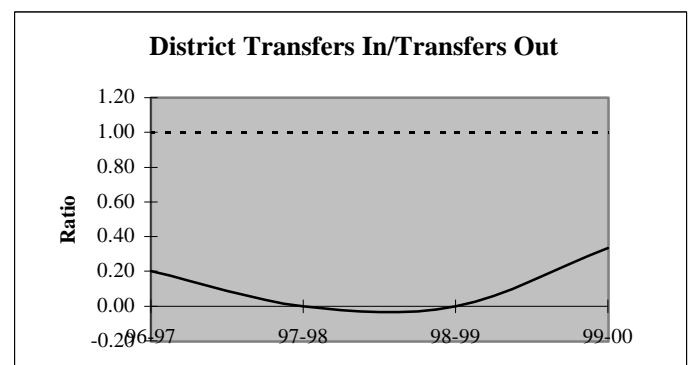
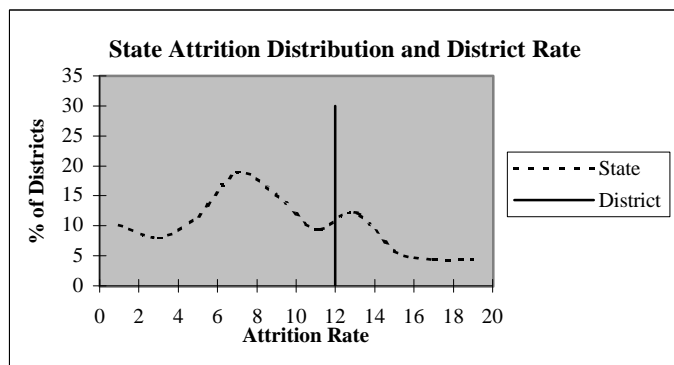
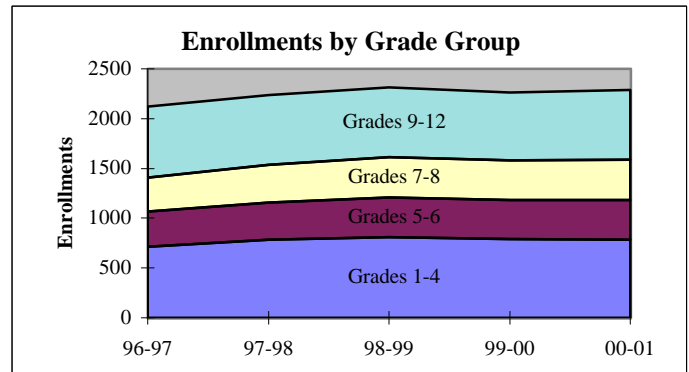
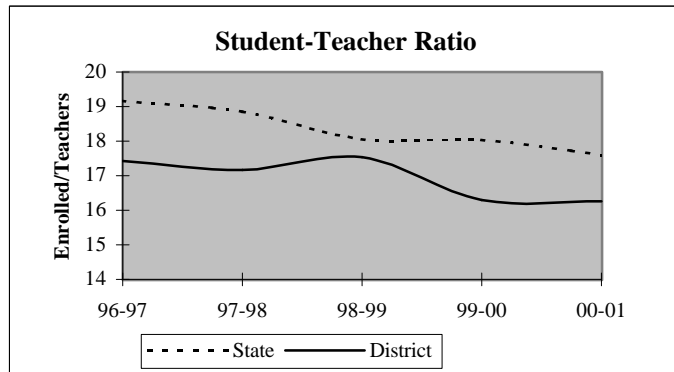
Dynamics Rates

	District Rates				
District Attrition	6.2%	6.5%	7.7%	12.0%	-
Transfers In/Out	0.20	nc	0.00	0.33	-

District Report for: POLK COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	161	168	169	175	181	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	9	9	9	6.2%	6.0%	5.3%	5.1%	5.0%
Professional Staff	13	14	14	14	15	8.1%	8.3%	8.3%	8.0%	8.3%
Total Teachers	138	144	146	152	157	85.7%	85.7%	86.4%	86.9%	86.7%
Special Education	13	13	13	13	11	9.4%	9.0%	8.9%	8.6%	7.0%
Pre-K & Kindergarten	12	13	14	18	13	8.7%	9.0%	9.6%	11.8%	8.3%
Elementary (1-4)	39	41	41	43	57	28.3%	28.5%	28.1%	28.3%	36.3%
Middle School (5-6)	14	15	17	18	16	10.1%	10.4%	11.6%	11.8%	10.2%
Jr. High (7-8)	15	17	19	19	15	10.9%	11.8%	13.0%	12.5%	9.6%
High School (9-12)	45	45	42	41	45	32.6%	31.3%	28.8%	27.0%	28.7%
Business	3	2	2	1	2	6.7%	4.4%	4.8%	2.4%	4.4%
Language Arts	6	5	6	4	6	13.3%	11.1%	14.3%	9.8%	13.3%
Social Studies	6	4	3	5	6	13.3%	8.9%	7.1%	12.2%	13.3%
Foreign Language	1	1	1	1	1	2.2%	2.2%	2.4%	2.4%	2.2%
Mathematics	4	6	6	5	6	8.9%	13.3%	14.3%	12.2%	13.3%
Science	4	3	3	3	4	8.9%	6.7%	7.1%	7.3%	8.9%
Vocational Education	10	12	12	11	11	22.2%	26.7%	28.6%	26.8%	24.4%
Other High School	11	12	9	11	9	24.4%	26.7%	21.4%	26.8%	20.0%

Total Enrollments	2,406	2,473	2,561	2,478	2,552	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	228	180	210	187	233	9.5%	7.3%	8.2%	7.5%	9.1%
Grades 1-4	712	784	809	791	783	29.6%	31.7%	31.6%	31.9%	30.7%
Grades 5-6	358	375	401	391	402	14.9%	15.2%	15.7%	15.8%	15.8%
Grades 7-8	335	377	406	399	404	13.9%	15.2%	15.9%	16.1%	15.8%
Grades 9-12	715	703	696	679	699	29.7%	28.4%	27.2%	27.4%	27.4%
Ungraded	58	54	39	31	31	2.4%	2.2%	1.5%	1.3%	1.2%



District Report for: POLK COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	10	9	9	9	6.5%	6.3%	5.6%	5.4%	5.3%
White - Females	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	11.1%
White - Males	9	9	8	8	8	90.0%	90.0%	88.9%	88.9%	88.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	12	12	13	7.7%	8.2%	7.5%	7.2%	7.6%
White - Females	9	11	10	10	10	75.0%	84.6%	83.3%	83.3%	76.9%
White - Males	3	2	2	2	3	25.0%	15.4%	16.7%	16.7%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	133	136	139	146	149	85.8%	85.5%	86.9%	87.4%	87.1%
White - Females	95	98	103	110	113	71.4%	72.1%	74.1%	75.3%	75.8%
White - Males	38	38	36	36	36	28.6%	27.9%	25.9%	24.7%	24.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	1	2	1	0	2.4%	0.8%	1.7%	0.8%	0.0%
25-29	11	11	12	13	14	8.8%	8.9%	10.0%	10.7%	12.2%
30-34	13	15	11	11	11	10.4%	12.2%	9.2%	9.1%	9.6%
35-39	17	15	14	15	12	13.6%	12.2%	11.7%	12.4%	10.4%
40-45	15	15	19	14	16	12.0%	12.2%	15.8%	11.6%	13.9%
45-49	24	19	12	12	11	19.2%	15.4%	10.0%	9.9%	9.6%
50-54	22	21	24	27	22	17.6%	17.1%	20.0%	22.3%	19.1%
55+	20	26	26	28	29	16.0%	21.1%	21.7%	23.1%	25.2%
Average Age	44.1	44.7	44.6	45.3	45.5					

Experience Distribution

Teachers by Experience

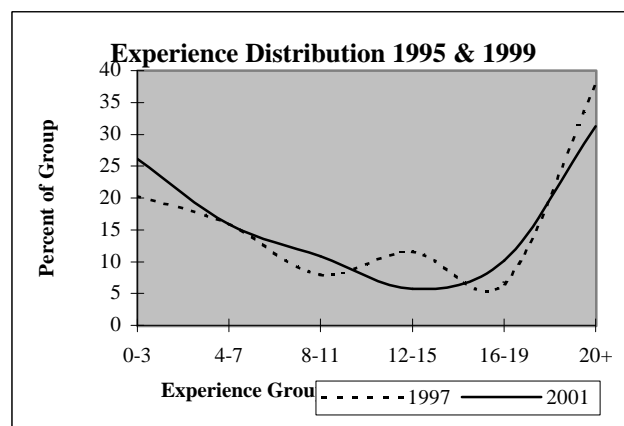
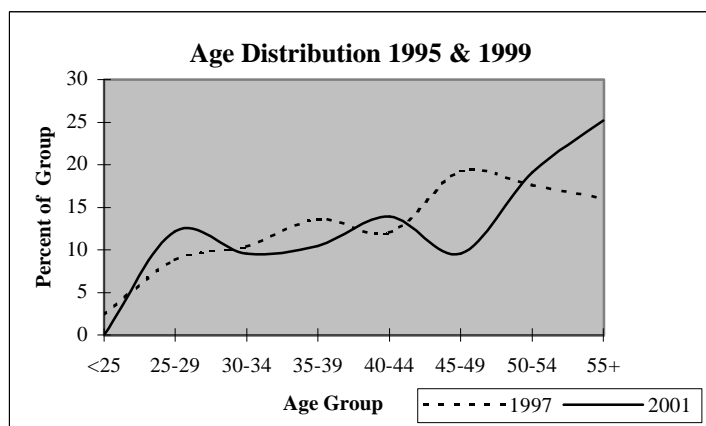
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	28	33	33	38	41	20.3%	22.9%	22.6%	25.0%	26.1%
4-7 Years	22	21	22	19	25	15.9%	14.6%	15.1%	12.5%	15.9%
8-11 Years	11	15	18	18	17	8.0%	10.4%	12.3%	11.8%	10.8%
12-15 Years	16	10	7	10	9	11.6%	6.9%	4.8%	6.6%	5.7%
16-19 Years	9	10	13	15	16	6.5%	6.9%	8.9%	9.9%	10.2%
20+ Years	52	55	53	52	49	37.7%	38.2%	36.3%	34.2%	31.2%
Average Experience	14.5	14.6	14.5	14.5	13.8					

District Report for: POLK COUNTY

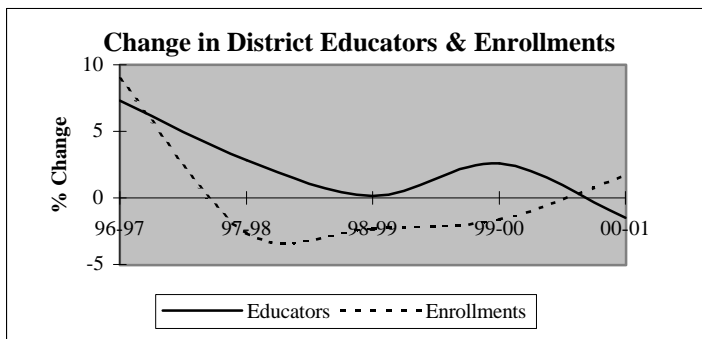
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	10	11	13	21	-	6.2%	6.5%	7.7%	12.0%	-
Attrition from Transfers	5	0	2	3	-	3.1%	0.0%	1.2%	1.7%	-
Attrition from Exits	5	11	11	18	-	3.1%	6.5%	6.5%	10.3%	-
Teacher Attrition	9	10	12	16	-	6.5%	6.9%	8.2%	10.5%	-
Attrition from Transfers	5	0	2	3	-	3.6%	0.0%	1.4%	2.0%	-
Attrition from Exits	4	10	10	13	-	2.9%	6.9%	6.8%	8.6%	-
District Retention										
Educator Retention	151	157	156	154	-	93.8%	93.5%	92.3%	88.0%	-
Teacher Retention	129	134	134	136	-	93.5%	93.1%	91.8%	89.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	76.7%	7.0%	16.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.5%	0.0%	7.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.4%	4.9%	9.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	94.1%	0.0%	5.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.2%	6.9%	6.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.9%	0.0%	11.1%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.2%	13.8%	17.3%	19.4%	21.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.3%	10.5%	13.5%	12.9%	12.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.6%	1.2%	0.0%	0.6%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.1%	89.9%	92.3%	89.1%	85.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.6%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.3%	8.9%	7.1%	10.3%	14.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: PUTNAM COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.9	16.0	15.6	15.0	15.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.4	19.2	18.9	18.2	18.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	43	18	1	17	-10	-	-	-	-	-
% Change in Educators	7.3%	2.8%	0.2%	2.6%	-1.5%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	874	-282	-242	-164	170	-	-	-	-	-
% Change in Enrollment:	8.9%	-2.6%	-2.3%	-1.6%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.4%	1.1%	1.1%	0.9%	5.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.5%	4.4%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.6%	12.3%	13.0%	13.5%	13.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.0%	0.8%	1.0%	0.5%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	39.3%	44.8%	37.9%	34.5%	34.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.9	41.7	42.1	42.3	42.4	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	12.6	13.0	13.2	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,754	31,120	32,508	33,678	33,403	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	0.6%	0.8%	0.4%	0.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.7%	78.6%	77.5%	78.2%	79.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.5%	11.1%	11.3%	11.1%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.2%	na	4.3%	5.2%	5.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	0.0%	0.6%	1.5%	2.5%	1.7%	1.6%	1.8%	1.8%	1.8%

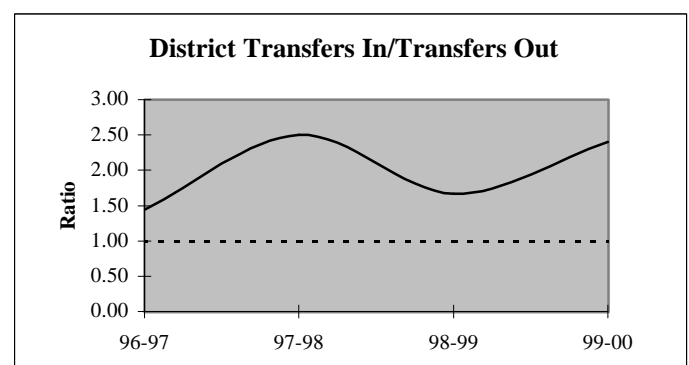
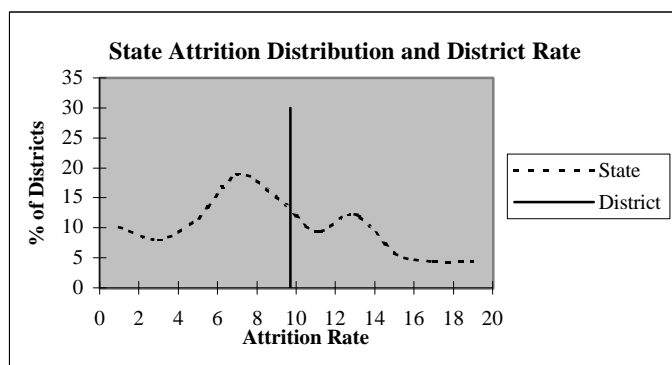
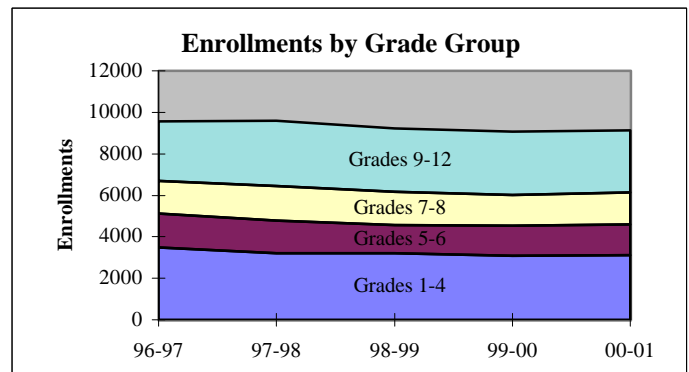
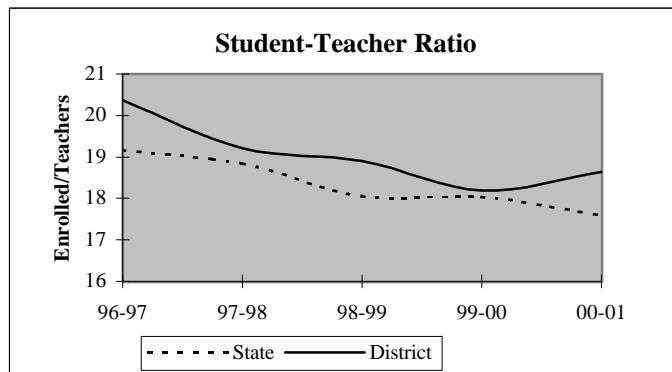
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	633	651	652	669	659	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	537	579	598	604	604	84.8%	88.9%	91.7%	90.3%	91.7%
Newly Hired	96	72	54	65	55	15.2%	11.1%	8.3%	9.7%	8.3%
Transfers In	13	10	5	12	3	13.5%	13.9%	9.3%	18.5%	5.5%
Reentrants	50	22	21	23	20	52.1%	30.6%	38.9%	35.4%	36.4%
First Time Educators	33	40	28	30	32	34.4%	55.6%	51.9%	46.2%	58.2%
Total Exiting Next Year	54	53	48	65	-	8.5%	8.1%	7.4%	9.7%	-
Transfers Out	9	4	3	5	-	16.7%	7.5%	6.3%	7.7%	-
Leave Tennessee Educ.	45	49	45	60	-	83.3%	92.5%	93.8%	92.3%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	8.1%	7.4%	9.7%	-
Transfers In/Out	1.44	2.50	1.67	2.40	-

District Report for: PUTNAM COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	633	651	652	669	659	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	28	29	29	29	26	4.4%	4.5%	4.4%	4.3%	3.9%
Professional Staff	80	80	85	90	87	12.6%	12.3%	13.0%	13.5%	13.2%
Total Teachers	525	542	538	550	546	82.9%	83.3%	82.5%	82.2%	82.9%
Special Education	55	60	61	61	62	10.5%	11.1%	11.3%	11.1%	11.4%
Pre-K & Kindergarten	37	33	29	34	40	7.0%	6.1%	5.4%	6.2%	7.3%
Elementary (1-4)	178	186	191	191	187	33.9%	34.3%	35.5%	34.7%	34.2%
Middle School (5-6)	59	61	57	57	60	11.2%	11.3%	10.6%	10.4%	11.0%
Jr. High (7-8)	58	62	55	56	59	11.0%	11.4%	10.2%	10.2%	10.8%
High School (9-12)	138	140	145	151	138	26.3%	25.8%	27.0%	27.5%	25.3%
Business	8	7	6	5	6	5.8%	5.0%	4.1%	3.3%	4.3%
Language Arts	15	23	25	27	23	10.9%	16.4%	17.2%	17.9%	16.7%
Social Studies	15	14	15	16	13	10.9%	10.0%	10.3%	10.6%	9.4%
Foreign Language	6	4	5	6	7	4.3%	2.9%	3.4%	4.0%	5.1%
Mathematics	15	22	18	18	20	10.9%	15.7%	12.4%	11.9%	14.5%
Science	10	10	11	13	12	7.2%	7.1%	7.6%	8.6%	8.7%
Vocational Education	26	24	28	27	21	18.8%	17.1%	19.3%	17.9%	15.2%
Other High School	43	36	37	39	36	31.2%	25.7%	25.5%	25.8%	26.1%

Total Enrollments	10,692	10,410	10,168	10,004	10,174	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	916	818	750	778	800	8.6%	7.9%	7.4%	7.8%	7.9%
Grades 1-4	3,494	3,219	3,203	3,100	3,102	32.7%	30.9%	31.5%	31.0%	30.5%
Grades 5-6	1,616	1,569	1,367	1,422	1,505	15.1%	15.1%	13.4%	14.2%	14.8%
Grades 7-8	1,584	1,667	1,611	1,492	1,541	14.8%	16.0%	15.8%	14.9%	15.1%
Grades 9-12	2,879	3,137	3,058	3,065	2,968	26.9%	30.1%	30.1%	30.6%	29.2%
Ungraded	203	0	179	147	258	1.9%	0.0%	1.8%	1.5%	2.5%



District Report for: PUTNAM COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	27	29	29	29	26	4.5%	4.7%	4.7%	4.5%	4.1%
White - Females	11	13	11	10	9	40.7%	44.8%	37.9%	34.5%	34.6%
White - Males	16	16	18	19	17	59.3%	55.2%	62.1%	65.5%	65.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	77	76	82	86	83	12.7%	12.2%	13.2%	13.4%	13.2%
White - Females	63	62	65	69	68	81.8%	81.6%	79.3%	80.2%	81.9%
White - Males	12	12	15	16	14	15.6%	15.8%	18.3%	18.6%	16.9%
Black - Females	2	2	2	1	1	2.6%	2.6%	2.4%	1.2%	1.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	500	516	512	527	520	82.8%	83.1%	82.2%	82.1%	82.7%
White - Females	391	405	397	412	412	78.2%	78.5%	77.5%	78.2%	79.2%
White - Males	105	108	111	113	106	21.0%	20.9%	21.7%	21.4%	20.4%
Black - Females	2	2	3	2	2	0.4%	0.4%	0.6%	0.4%	0.4%
Black - Males	2	1	1	0	0	0.4%	0.2%	0.2%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	8	23	13	14	12	1.7%	4.6%	2.6%	2.8%	2.4%
25-29	74	67	66	64	68	15.4%	13.5%	13.3%	12.6%	13.6%
30-34	44	52	58	73	73	9.2%	10.5%	11.7%	14.4%	14.6%
35-39	57	51	59	55	51	11.9%	10.3%	11.9%	10.8%	10.2%
40-45	80	74	68	62	52	16.7%	14.9%	13.7%	12.2%	10.4%
45-49	96	99	89	90	94	20.0%	19.9%	17.9%	17.8%	18.8%
50-54	76	79	89	90	87	15.9%	15.9%	17.9%	17.8%	17.4%
55+	44	52	54	59	63	9.2%	10.5%	10.9%	11.6%	12.6%
Average Age	41.9	41.7	42.1	42.3	42.4					

Experience Distribution

Teachers by Experience

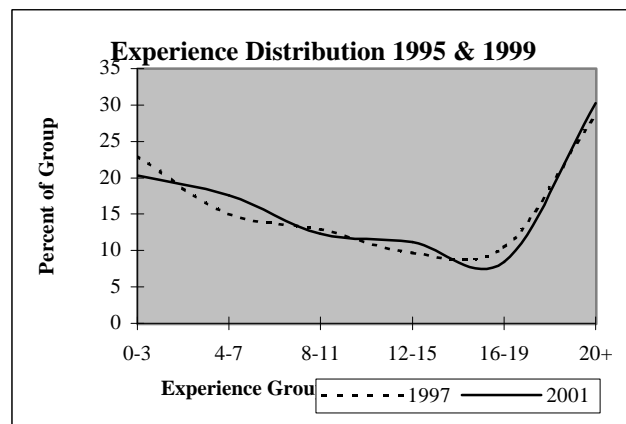
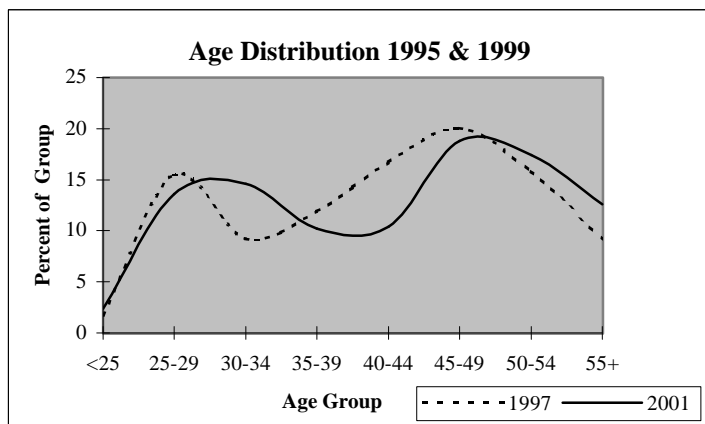
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	121	128	109	108	111	23.0%	23.6%	20.3%	19.6%	20.3%
4-7 Years	79	85	87	102	96	15.0%	15.7%	16.2%	18.5%	17.6%
8-11 Years	68	69	77	69	67	13.0%	12.7%	14.3%	12.5%	12.3%
12-15 Years	51	55	62	59	61	9.7%	10.1%	11.5%	10.7%	11.2%
16-19 Years	55	47	38	41	46	10.5%	8.7%	7.1%	7.5%	8.4%
20+ Years	151	158	165	171	165	28.8%	29.2%	30.7%	31.1%	30.2%
Average Experience	12.6	12.6	13.0	13.2	13.2					

District Report for: PUTNAM COUNTY

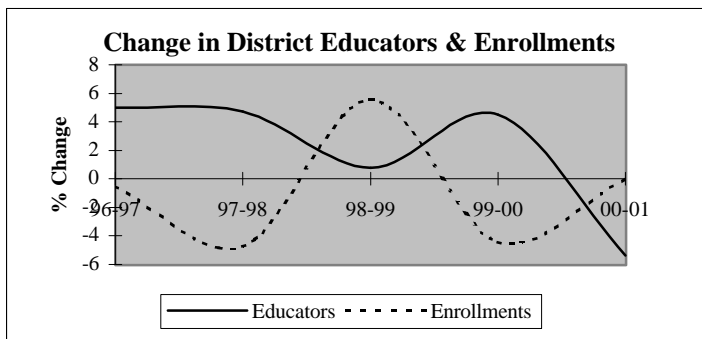
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	54	53	48	65	-	8.5%	8.1%	7.4%	9.7%	-
Attrition from Transfers	9	4	3	5	-	1.4%	0.6%	0.5%	0.7%	-
Attrition from Exits	45	49	45	60	-	7.1%	7.5%	6.9%	9.0%	-
Teacher Attrition	46	47	41	51	-	8.8%	8.7%	7.6%	9.3%	-
Attrition from Transfers	7	3	3	4	-	1.3%	0.6%	0.6%	0.7%	-
Attrition from Exits	39	44	38	47	-	7.4%	8.1%	7.1%	8.5%	-
District Retention										
Educator Retention	579	598	604	604	-	91.5%	91.9%	92.6%	90.3%	-
Teacher Retention	479	495	497	499	-	91.2%	91.3%	92.4%	90.7%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	79.3%	2.4%	18.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.7%	2.8%	13.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.8%	2.2%	11.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.1%	2.4%	9.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	94.8%	0.9%	4.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	85.5%	0.0%	14.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	12.7%	18.2%	21.0%	20.6%	25.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.0%	12.1%	15.1%	11.9%	12.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	1.5%	1.5%	1.2%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.2%	88.5%	91.0%	90.6%	91.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.3%	9.5%	7.5%	8.2%	8.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: RHEA COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.4	15.8	16.6	15.1	16.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.9	18.0	19.2	17.5	18.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	12	12	2	12	-15	-	-	-	-	-
% Change in Educators	5.0%	4.7%	0.8%	4.5%	-5.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-24	-209	231	-196	0	-	-	-	-	-
% Change in Enrollment:	-0.5%	-4.8%	5.5%	-4.4%	0.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.0%	0.0%	0.0%	1.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.2%	5.2%	5.0%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.3%	7.9%	8.6%	8.6%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.1%	2.4%	2.0%	1.9%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	36.4%	36.4%	35.7%	28.6%	30.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.3	44.0	44.0	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.9	14.1	14.2	13.5	14.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,025	30,523	31,250	32,127	32,316	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.9%	2.2%	1.8%	1.7%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.1%	75.1%	73.9%	75.1%	75.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.9%	11.6%	10.9%	10.8%	10.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.7%	na	3.5%	3.6%	3.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	0.9%	0.3%	1.0%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

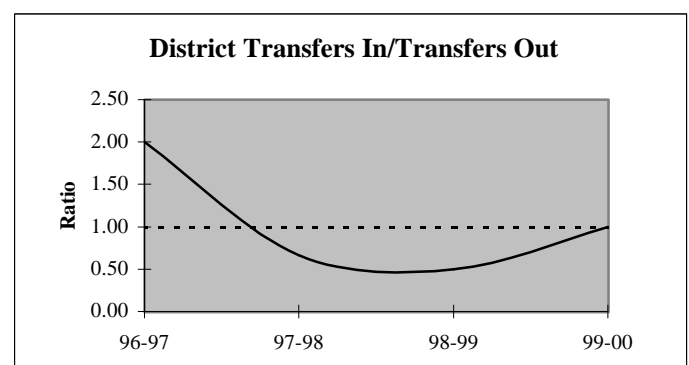
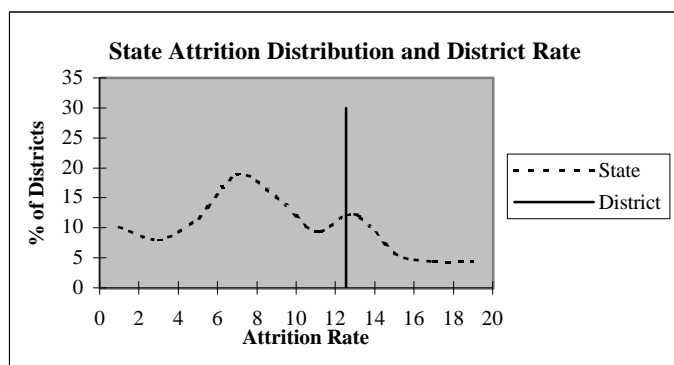
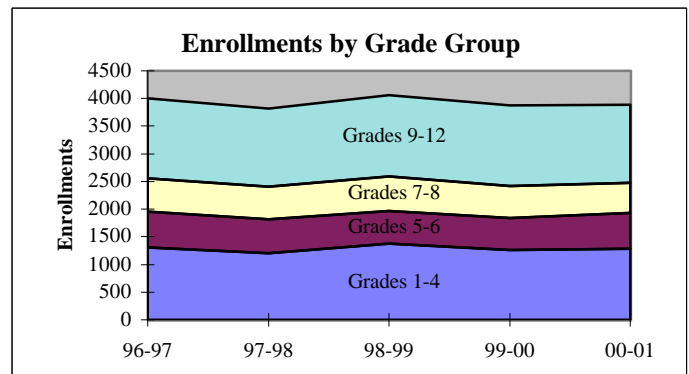
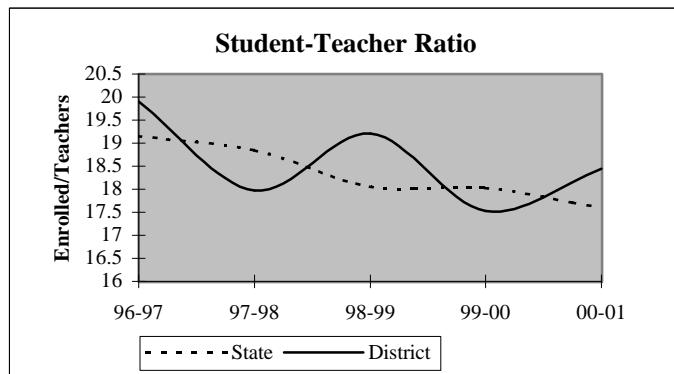
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	253	265	267	279	264	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	229	243	235	240	244	90.5%	91.7%	88.0%	86.0%	92.4%
Newly Hired	24	22	32	39	20	9.5%	8.3%	12.0%	14.0%	7.6%
Transfers In	4	4	3	6	2	16.7%	18.2%	9.4%	15.4%	10.0%
Reentrants	7	7	12	15	9	29.2%	31.8%	37.5%	38.5%	45.0%
First Time Educators	13	11	17	18	9	54.2%	50.0%	53.1%	46.2%	45.0%
Total Exiting Next Year	10	30	27	35	-	4.0%	11.3%	10.1%	12.5%	-
Transfers Out	2	6	6	6	-	20.0%	20.0%	22.2%	17.1%	-
Leave Tennessee Educ.	8	24	21	29	-	80.0%	80.0%	77.8%	82.9%	-

Dynamics Rates	District Rates				
District Attrition	4.0%	11.3%	10.1%	12.5%	-
Transfers In/Out	2.00	0.67	0.50	1.00	-

District Report for: RHEA COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	253	265	267	279	264	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	14	14	13	4.3%	4.2%	5.2%	5.0%	4.9%
Professional Staff	21	21	23	24	22	8.3%	7.9%	8.6%	8.6%	8.3%
Total Teachers	221	233	230	241	229	87.4%	87.9%	86.1%	86.4%	86.7%
Special Education	24	27	25	26	24	10.9%	11.6%	10.9%	10.8%	10.5%
Pre-K & Kindergarten	14	16	16	16	15	6.3%	6.9%	7.0%	6.6%	6.6%
Elementary (1-4)	71	72	74	79	76	32.1%	30.9%	32.2%	32.8%	33.2%
Middle School (5-6)	26	29	27	28	29	11.8%	12.4%	11.7%	11.6%	12.7%
Jr. High (7-8)	26	26	24	26	23	11.8%	11.2%	10.4%	10.8%	10.0%
High School (9-12)	60	63	64	66	62	27.1%	27.0%	27.8%	27.4%	27.1%
Business	4	4	4	4	2	6.7%	6.3%	6.3%	6.1%	3.2%
Language Arts	11	9	10	9	9	18.3%	14.3%	15.6%	13.6%	14.5%
Social Studies	9	9	9	10	9	15.0%	14.3%	14.1%	15.2%	14.5%
Foreign Language	1	3	3	3	3	1.7%	4.8%	4.7%	4.5%	4.8%
Mathematics	7	6	8	7	10	11.7%	9.5%	12.5%	10.6%	16.1%
Science	8	7	7	8	6	13.3%	11.1%	10.9%	12.1%	9.7%
Vocational Education	11	10	10	11	9	18.3%	15.9%	15.6%	16.7%	14.5%
Other High School	9	15	13	14	14	15.0%	23.8%	20.3%	21.2%	22.6%

Total Enrollments	4,397	4,188	4,419	4,223	4,223	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	346	332	327	303	307	7.9%	7.9%	7.4%	7.2%	7.3%
Grades 1-4	1,309	1,198	1,374	1,261	1,289	29.8%	28.6%	31.1%	29.9%	30.5%
Grades 5-6	642	616	598	579	643	14.6%	14.7%	13.5%	13.7%	15.2%
Grades 7-8	604	587	623	582	546	13.7%	14.0%	14.1%	13.8%	12.9%
Grades 9-12	1,444	1,416	1,466	1,457	1,412	32.8%	33.8%	33.2%	34.5%	33.4%
Ungraded	52	39	31	41	26	1.2%	0.9%	0.7%	1.0%	0.6%



District Report for: RHEA COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	11	14	14	13	4.5%	4.3%	5.5%	5.3%	5.2%
White - Females	4	4	5	4	4	36.4%	36.4%	35.7%	28.6%	30.8%
White - Males	7	7	9	10	9	63.6%	63.6%	64.3%	71.4%	69.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	18	20	21	19	7.8%	7.1%	7.9%	8.0%	7.6%
White - Females	15	14	16	17	16	78.9%	77.8%	80.0%	81.0%	84.2%
White - Males	3	3	3	3	2	15.8%	16.7%	15.0%	14.3%	10.5%
Black - Females	1	1	1	1	1	5.3%	5.6%	5.0%	4.8%	5.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	213	225	220	229	217	87.7%	88.6%	86.6%	86.7%	87.1%
White - Females	158	167	163	173	167	74.2%	74.2%	74.1%	75.5%	77.0%
White - Males	51	53	53	52	47	23.9%	23.6%	24.1%	22.7%	21.7%
Black - Females	3	3	3	3	2	1.4%	1.3%	1.4%	1.3%	0.9%
Black - Males	1	1	0	0	0	0.5%	0.4%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	0.4%	0.5%	0.4%	0.5%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	7	5	3	2	1.4%	3.2%	2.4%	1.4%	1.0%
25-29	23	25	24	24	20	11.1%	11.6%	11.5%	11.5%	10.2%
30-34	23	22	25	30	24	11.1%	10.2%	12.0%	14.4%	12.2%
35-39	21	23	18	16	18	10.1%	10.6%	8.6%	7.7%	9.1%
40-45	37	28	21	16	16	17.8%	13.0%	10.0%	7.7%	8.1%
45-49	44	40	39	39	38	21.2%	18.5%	18.7%	18.8%	19.3%
50-54	30	41	41	45	39	14.4%	19.0%	19.6%	21.6%	19.8%
55+	27	30	36	35	40	13.0%	13.9%	17.2%	16.8%	20.3%
Average Age	43.1	43.3	44.0	44.0	44.9					

Experience Distribution

Teachers by Experience

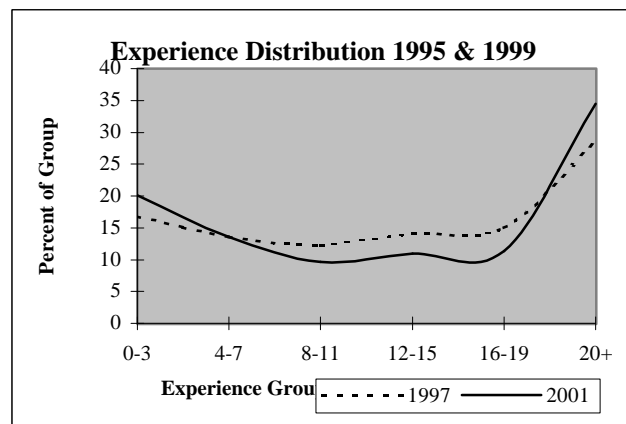
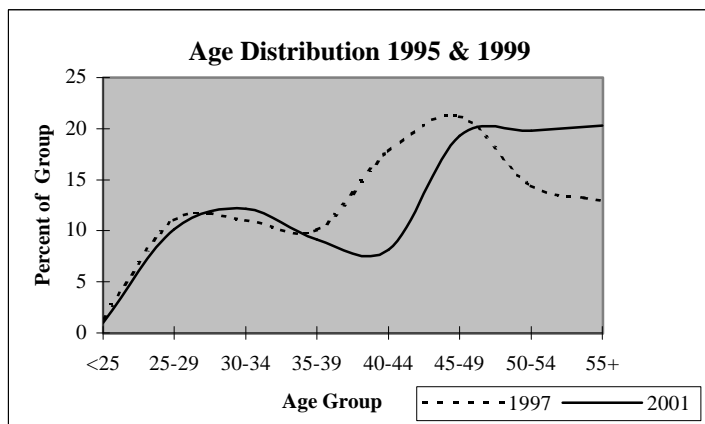
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	37	38	42	59	46	16.7%	16.3%	18.3%	24.5%	20.1%
4-7 Years	30	33	31	32	31	13.6%	14.2%	13.5%	13.3%	13.5%
8-11 Years	27	29	24	19	22	12.2%	12.4%	10.4%	7.9%	9.6%
12-15 Years	31	34	31	25	25	14.0%	14.6%	13.5%	10.4%	10.9%
16-19 Years	33	28	24	30	26	14.9%	12.0%	10.4%	12.4%	11.4%
20+ Years	63	71	78	76	79	28.5%	30.5%	33.9%	31.5%	34.5%
Average Experience	13.9	14.1	14.2	13.5	14.2					

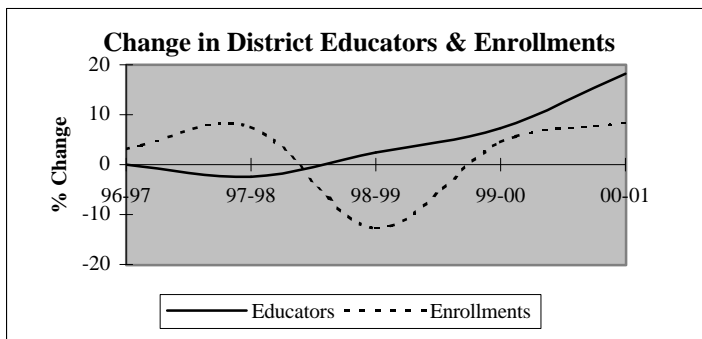
District Report for: RHEA COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	10	30	27	35	-	4.0%	11.3%	10.1%	12.5%	-
Attrition from Transfers	2	6	6	6	-	0.8%	2.3%	2.2%	2.2%	-
Attrition from Exits	8	24	21	29	-	3.2%	9.1%	7.9%	10.4%	-
Teacher Attrition	9	27	23	29	-	4.1%	11.6%	10.0%	12.0%	-
Attrition from Transfers	2	4	5	5	-	0.9%	1.7%	2.2%	2.1%	-
Attrition from Exits	7	23	18	24	-	3.2%	9.9%	7.8%	10.0%	-
District Retention										
Educator Retention	243	235	240	244	-	96.0%	88.7%	89.9%	87.5%	-
Teacher Retention	212	206	207	212	-	95.9%	88.4%	90.0%	88.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	77.9%	1.5%	20.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.1%	5.7%	13.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	84.1%	0.0%	15.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.8%	2.0%	8.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.1%	2.4%	9.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.5%	7.9%	2.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.1%	13.2%	16.5%	19.7%	19.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	9.3%	11.2%	10.8%	10.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.8%	1.9%	1.1%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.1%	91.7%	86.9%	86.7%	92.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.9%	7.5%	10.9%	11.8%	6.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	18.9	20.9	17.7	17.3	15.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.9	23.2	20.2	20.0	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-1	1	3	8	-	-	-	-	-
% Change in Educators	0.0%	-2.4%	2.5%	7.3%	18.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	23	59	-107	33	63	-	-	-	-	-
% Change in Enrollment:	3.1%	7.6%	-12.8%	4.5%	8.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	2.5%	0.0%	0.0%	5.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.0%	7.3%	9.1%	5.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	4.9%	5.0%	4.9%	4.5%	3.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.9%	0.0%	0.0%	2.3%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.2	45.5	45.6	46.4	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	16.0	14.6	15.3	15.1	13.9	13.8	13.7	13.7	13.4	13.3
Average Salary	31,122	29,618	31,325	33,056	31,897	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	5.4%	0.0%	0.0%	2.7%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.8%	83.3%	86.1%	84.2%	87.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.1%	8.3%	11.1%	7.9%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.5%	na	12.5%	13.7%	13.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.6%	0.7%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

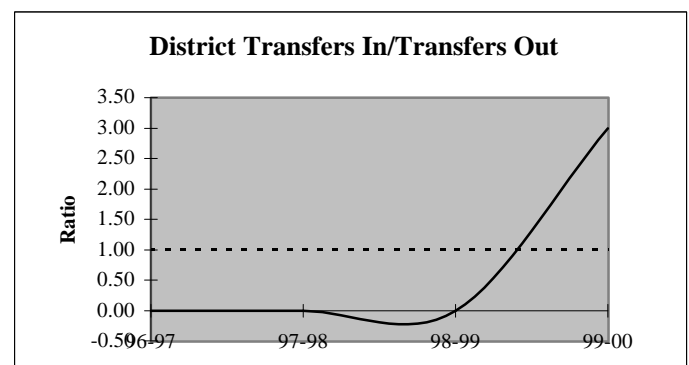
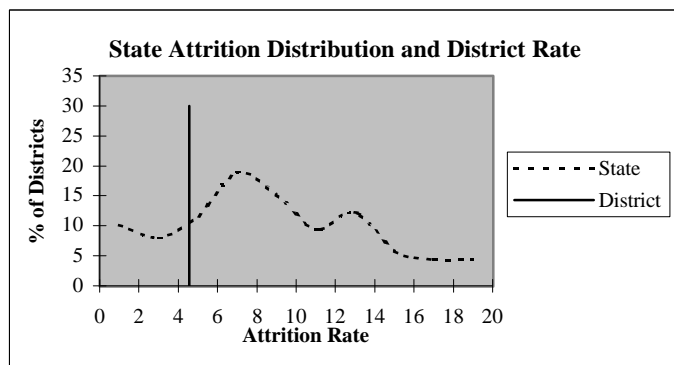
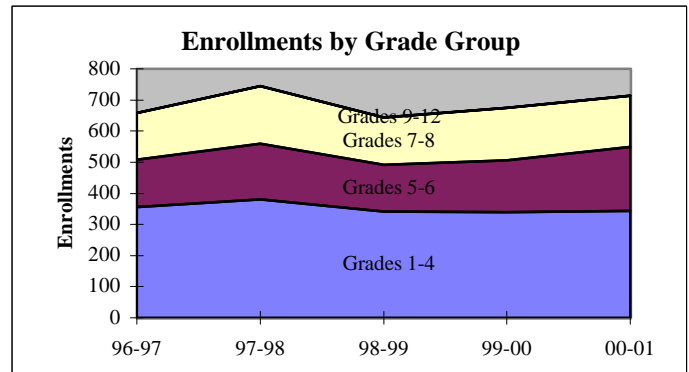
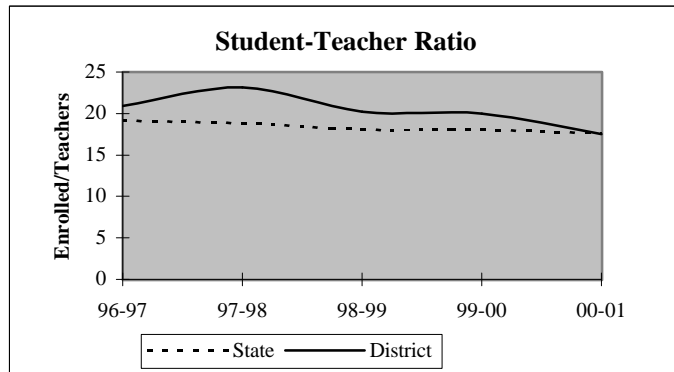
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	41	40	41	44	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	34	34	37	42	92.7%	85.0%	82.9%	84.1%	80.8%
Newly Hired	3	6	7	7	10	7.3%	15.0%	17.1%	15.9%	19.2%
Transfers In	0	0	2	3	1	0.0%	0.0%	28.6%	42.9%	10.0%
Reentrants	2	2	1	1	4	66.7%	33.3%	14.3%	14.3%	40.0%
First Time Educators	1	4	4	3	5	33.3%	66.7%	57.1%	42.9%	50.0%
Total Exiting Next Year	7	6	4	2	-	17.1%	15.0%	9.8%	4.5%	-
Transfers Out	2	0	0	1	-	28.6%	0.0%	0.0%	50.0%	-
Leave Tennessee Educ.	5	6	4	1	-	71.4%	100.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	17.1%	15.0%	9.8%	4.5%	-
Transfers In/Out	0.00	nc	nc	3.00	-

District Report for: DAYTON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	41	40	41	44	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	4	3	4.9%	5.0%	7.3%	9.1%	5.8%
Professional Staff	2	2	2	2	2	4.9%	5.0%	4.9%	4.5%	3.8%
Total Teachers	37	36	36	38	47	90.2%	90.0%	87.8%	86.4%	90.4%
Special Education	3	3	4	3	4	8.1%	8.3%	11.1%	7.9%	8.5%
Pre-K & Kindergarten	5	5	5	4	5	13.5%	13.9%	13.9%	10.5%	10.6%
Elementary (1-4)	18	19	18	21	23	48.6%	52.8%	50.0%	55.3%	48.9%
Middle School (5-6)	5	5	5	6	9	13.5%	13.9%	13.9%	15.8%	19.1%
Jr. High (7-8)	6	4	4	4	6	16.2%	11.1%	11.1%	10.5%	12.8%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	775	834	727	760	823	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	112	85	78	81	105	14.5%	10.2%	10.7%	10.7%	12.8%
Grades 1-4	356	380	342	339	343	45.9%	45.6%	47.0%	44.6%	41.7%
Grades 5-6	151	179	149	167	207	19.5%	21.5%	20.5%	22.0%	25.2%
Grades 7-8	152	185	153	168	164	19.6%	22.2%	21.0%	22.1%	19.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	4	5	5	5	4	0.5%	0.6%	0.7%	0.7%	0.5%



District Report for: DAYTON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	2	2	3	4	3	4.9%	5.1%	7.3%	9.3%	5.9%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	33.3%
White - Males	2	2	3	3	2	100.0%	100.0%	100.0%	75.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	2	2	2	2	4.9%	5.1%	4.9%	4.7%	3.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	37	35	36	37	46	90.2%	89.7%	87.8%	86.0%	90.2%
White - Females	30	30	31	31	40	81.1%	85.7%	86.1%	83.8%	87.0%
White - Males	5	5	5	5	5	13.5%	14.3%	13.9%	13.5%	10.9%
Black - Females	1	0	0	1	1	2.7%	0.0%	0.0%	2.7%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	2.7%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	1	1	3	0.0%	3.4%	3.2%	3.3%	8.3%
25-29	3	2	2	1	4	9.1%	6.9%	6.5%	3.3%	11.1%
30-34	2	1	2	2	2	6.1%	3.4%	6.5%	6.7%	5.6%
35-39	2	2	3	4	4	6.1%	6.9%	9.7%	13.3%	11.1%
40-45	7	5	4	3	4	21.2%	17.2%	12.9%	10.0%	11.1%
45-49	7	6	7	8	7	21.2%	20.7%	22.6%	26.7%	19.4%
50-54	8	8	5	5	5	24.2%	27.6%	16.1%	16.7%	13.9%
55+	4	4	7	6	7	12.1%	13.8%	22.6%	20.0%	19.4%
Average Age	45.2	45.5	45.6	46.4	43.6					

Experience Distribution

Teachers by Experience

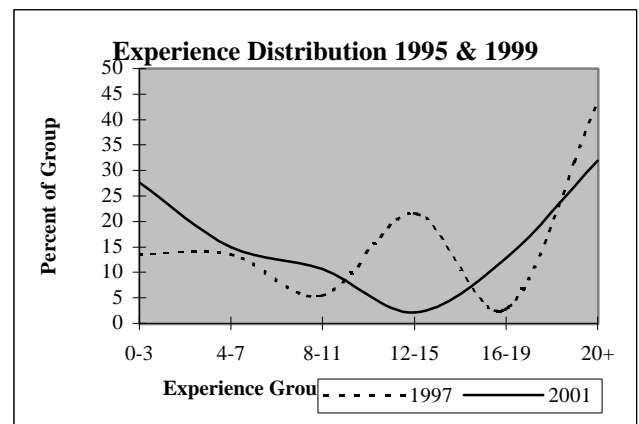
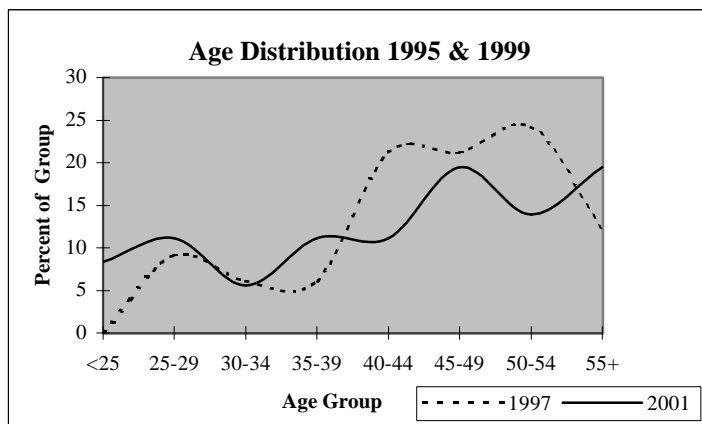
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	5	9	8	8	13	13.5%	25.0%	22.2%	21.1%	27.7%
4-7 Years	5	5	4	7	7	13.5%	13.9%	11.1%	18.4%	14.9%
8-11 Years	2	1	3	3	5	5.4%	2.8%	8.3%	7.9%	10.6%
12-15 Years	8	4	4	1	1	21.6%	11.1%	11.1%	2.6%	2.1%
16-19 Years	1	4	4	5	6	2.7%	11.1%	11.1%	13.2%	12.8%
20+ Years	16	13	13	14	15	43.2%	36.1%	36.1%	36.8%	31.9%
Average Experience	16.0	14.6	15.3	15.1	13.9					

District Report for: DAYTON

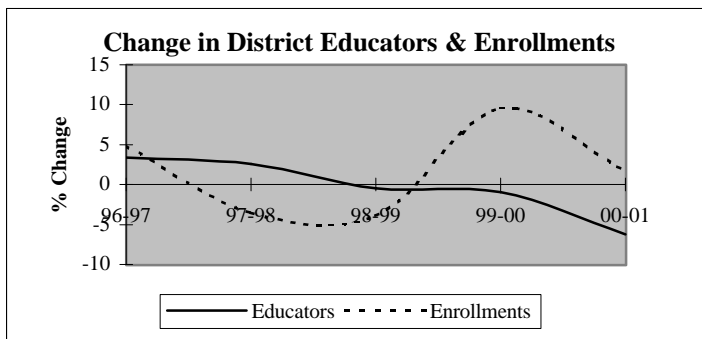
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	6	4	2	-	17.1%	15.0%	9.8%	4.5%	-
Attrition from Transfers	2	0	0	1	-	4.9%	0.0%	0.0%	2.3%	-
Attrition from Exits	5	6	4	1	-	12.2%	15.0%	9.8%	2.3%	-
Teacher Attrition	7	5	4	0	-	18.9%	13.9%	11.1%	0.0%	-
Attrition from Transfers	2	0	0	0	-	5.4%	0.0%	0.0%	0.0%	-
Attrition from Exits	5	5	4	0	-	13.5%	13.9%	11.1%	0.0%	-
District Retention										
Educator Retention	34	34	37	42	-	82.9%	85.0%	90.2%	95.5%	-
Teacher Retention	30	31	32	38	-	81.1%	86.1%	88.9%	100.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	73.3%	0.0%	26.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	90.0%	0.0%	10.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	83.3%	0.0%	16.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	83.3%	0.0%	16.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	80.0%	0.0%	20.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	100.0%	0.0%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	4.4%	13.2%	20.4%	18.2%	19.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	11.3%	18.4%	15.9%	15.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.4%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.2%	85.0%	87.8%	90.9%	80.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.3%	15.0%	12.2%	9.1%	19.2%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: ROANE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.4	14.4	13.9	15.4	16.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.9	16.9	16.4	18.1	19.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	14	11	-2	-4	-27	-	-	-	-	-
% Change in Educators	3.4%	2.6%	-0.5%	-0.9%	-6.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	305	-228	-247	583	113	-	-	-	-	-
% Change in Enrollment:	4.9%	-3.5%	-3.9%	9.6%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.2%	0.0%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.3%	5.0%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	10.0%	10.1%	9.7%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.2%	0.5%	0.5%	0.7%	0.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	38.9%	36.8%	45.5%	45.5%	38.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.8	42.1	42.0	42.2	42.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.0	12.9	13.0	13.1	13.7	13.8	13.7	13.7	13.4	13.3
Average Salary	33,318	33,287	34,695	36,351	36,805	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.3%	0.6%	0.6%	0.8%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.5%	73.9%	73.6%	74.5%	76.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.8%	10.1%	10.2%	9.8%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.6%	na	3.4%	3.3%	3.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.6%	0.0%	2.0%	2.8%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%

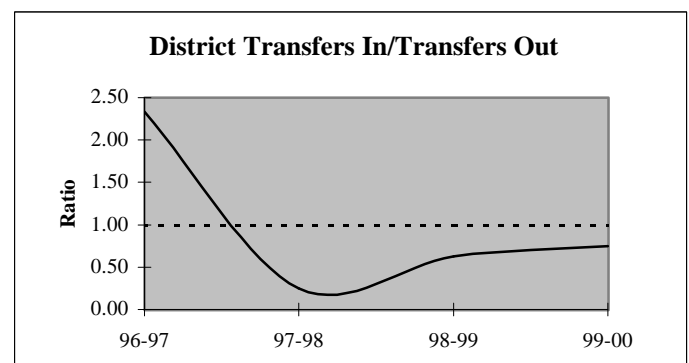
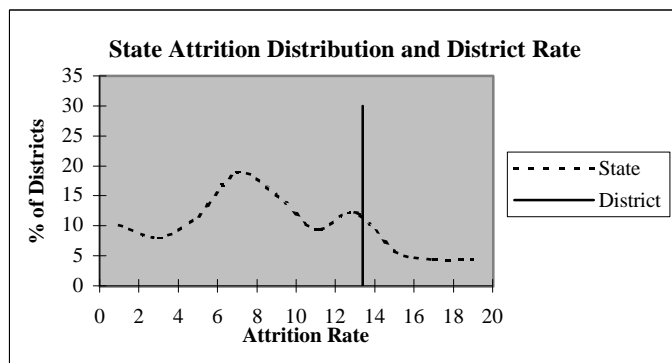
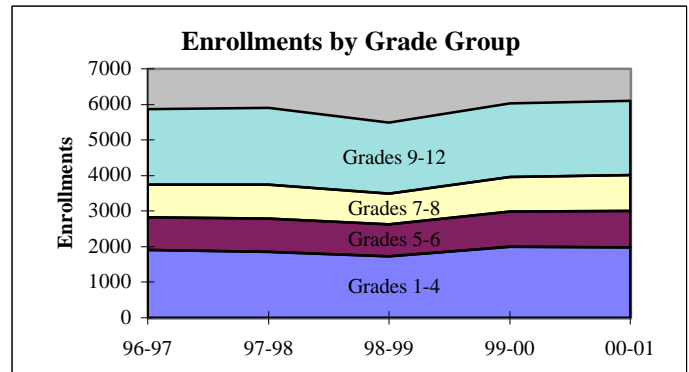
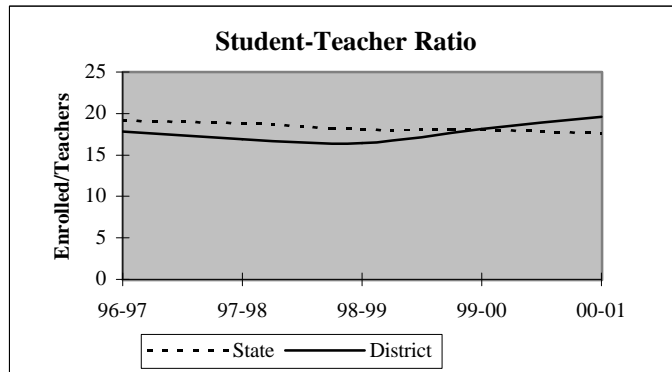
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	428	439	437	433	406	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	381	399	406	399	375	89.0%	90.9%	92.9%	92.1%	92.4%
Newly Hired	47	40	31	34	31	11.0%	9.1%	7.1%	7.9%	7.6%
Transfers In	14	2	5	6	5	29.8%	5.0%	16.1%	17.6%	16.1%
Reentrants	18	11	12	14	10	38.3%	27.5%	38.7%	41.2%	32.3%
First Time Educators	15	27	14	14	16	31.9%	67.5%	45.2%	41.2%	51.6%
Total Exiting Next Year	29	33	38	58	-	6.8%	7.5%	8.7%	13.4%	-
Transfers Out	6	8	8	8	-	20.7%	24.2%	21.1%	13.8%	-
Leave Tennessee Educ.	23	25	30	50	-	79.3%	75.8%	78.9%	86.2%	-

Dynamics Rates	District Rates				
District Attrition	6.8%	7.5%	8.7%	13.4%	-
Transfers In/Out	2.33	0.25	0.63	0.75	-

District Report for: ROANE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	428	439	437	433	406	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	19	22	22	21	4.2%	4.3%	5.0%	5.1%	5.2%
Professional Staff	42	44	44	42	39	9.8%	10.0%	10.1%	9.7%	9.6%
Total Teachers	368	376	371	369	346	86.0%	85.6%	84.9%	85.2%	85.2%
Special Education	36	38	38	36	30	9.8%	10.1%	10.2%	9.8%	8.7%
Pre-K & Kindergarten	25	28	25	26	24	6.8%	7.4%	6.7%	7.0%	6.9%
Elementary (1-4)	120	122	122	123	122	32.6%	32.4%	32.9%	33.3%	35.3%
Middle School (5-6)	44	41	41	41	41	12.0%	10.9%	11.1%	11.1%	11.8%
Jr. High (7-8)	35	34	36	35	32	9.5%	9.0%	9.7%	9.5%	9.2%
High School (9-12)	108	113	109	108	97	29.3%	30.1%	29.4%	29.3%	28.0%
Business	5	3	4	3	1	4.6%	2.7%	3.7%	2.8%	1.0%
Language Arts	15	14	13	14	14	13.9%	12.4%	11.9%	13.0%	14.4%
Social Studies	13	14	14	13	13	12.0%	12.4%	12.8%	12.0%	13.4%
Foreign Language	6	5	6	7	7	5.6%	4.4%	5.5%	6.5%	7.2%
Mathematics	13	13	16	14	10	12.0%	11.5%	14.7%	13.0%	10.3%
Science	12	12	13	14	10	11.1%	10.6%	11.9%	13.0%	10.3%
Vocational Education	22	23	21	21	18	20.4%	20.4%	19.3%	19.4%	18.6%
Other High School	22	29	22	22	24	20.4%	25.7%	20.2%	20.4%	24.7%

Total Enrollments	6,570	6,342	6,095	6,678	6,791	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	426	432	425	465	495	6.5%	6.8%	7.0%	7.0%	7.3%
Grades 1-4	1,916	1,860	1,732	2,005	1,977	29.2%	29.3%	28.4%	30.0%	29.1%
Grades 5-6	914	932	901	986	1,024	13.9%	14.7%	14.8%	14.8%	15.1%
Grades 7-8	916	959	867	968	1,006	13.9%	15.1%	14.2%	14.5%	14.8%
Grades 9-12	2,128	2,159	1,986	2,067	2,086	32.4%	34.0%	32.6%	31.0%	30.7%
Ungraded	270	0	184	187	203	4.1%	0.0%	3.0%	2.8%	3.0%



District Report for: ROANE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	18	19	22	22	21	4.3%	4.5%	5.2%	5.3%	5.3%
White - Females	7	7	10	10	8	38.9%	36.8%	45.5%	45.5%	38.1%
White - Males	11	12	12	12	13	61.1%	63.2%	54.5%	54.5%	61.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	44	44	42	39	10.1%	10.5%	10.4%	10.0%	9.9%
White - Females	29	31	32	30	28	69.0%	70.5%	72.7%	71.4%	71.8%
White - Males	13	13	12	12	11	31.0%	29.5%	27.3%	28.6%	28.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	355	358	356	354	333	85.5%	85.0%	84.4%	84.7%	84.7%
White - Females	266	267	264	265	255	74.9%	74.6%	74.2%	74.9%	76.6%
White - Males	88	89	90	86	75	24.8%	24.9%	25.3%	24.3%	22.5%
Black - Females	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	3	3	0.3%	0.3%	0.6%	0.8%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	8	10	7	3	3	2.3%	2.9%	2.0%	0.9%	0.9%
25-29	44	40	43	49	42	12.6%	11.4%	12.5%	14.5%	13.3%
30-34	49	52	52	47	44	14.0%	14.9%	15.1%	13.9%	13.9%
35-39	42	35	37	40	40	12.0%	10.0%	10.8%	11.8%	12.7%
40-45	55	59	51	45	39	15.8%	16.9%	14.8%	13.3%	12.3%
45-49	62	63	63	54	47	17.8%	18.0%	18.3%	15.9%	14.9%
50-54	56	52	55	61	59	16.0%	14.9%	16.0%	18.0%	18.7%
55+	33	39	36	40	42	9.5%	11.1%	10.5%	11.8%	13.3%
Average Age	41.8	42.1	42.0	42.2	42.6					

Experience Distribution

Teachers by Experience

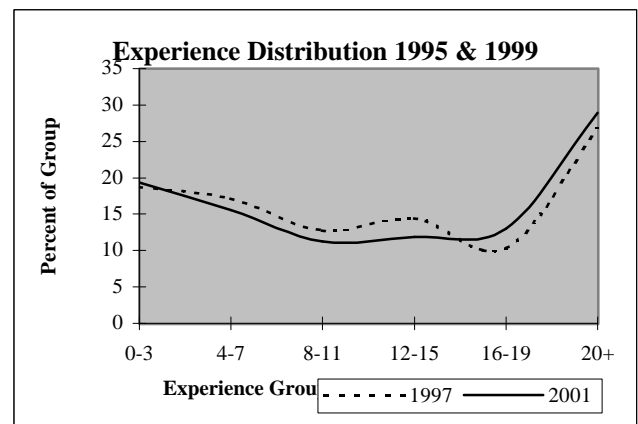
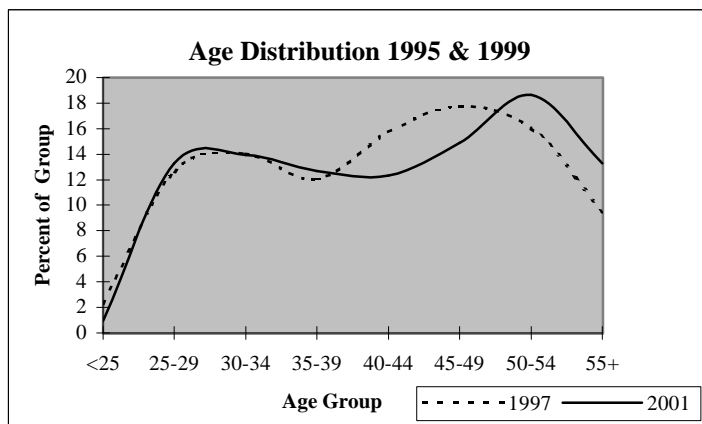
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	69	70	75	74	67	18.8%	18.6%	20.2%	20.1%	19.4%
4-7 Years	63	67	61	60	54	17.1%	17.8%	16.4%	16.3%	15.6%
8-11 Years	47	48	44	44	39	12.8%	12.8%	11.9%	11.9%	11.3%
12-15 Years	53	49	51	48	41	14.4%	13.0%	13.7%	13.0%	11.8%
16-19 Years	38	42	38	38	45	10.3%	11.2%	10.2%	10.3%	13.0%
20+ Years	98	100	102	105	100	26.6%	26.6%	27.5%	28.5%	28.9%
Average Experience	13.0	12.9	13.0	13.1	13.7					

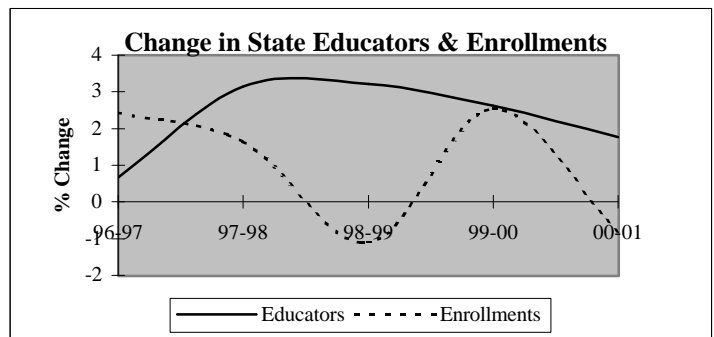
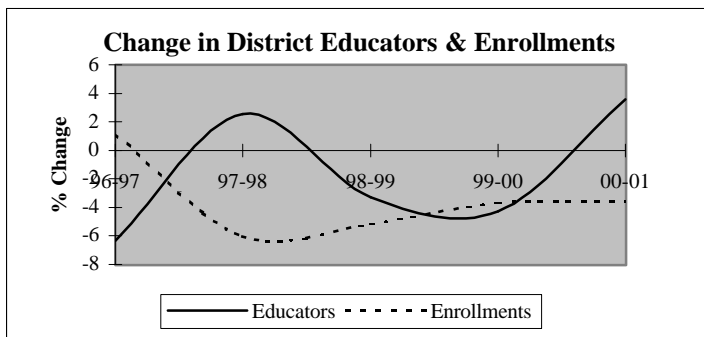
District Report for: ROANE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	29	33	38	58	-	6.8%	7.5%	8.7%	13.4%	-
Attrition from Transfers	6	8	8	8	-	1.4%	1.8%	1.8%	1.8%	-
Attrition from Exits	23	25	30	50	-	5.4%	5.7%	6.9%	11.5%	-
Teacher Attrition	28	30	32	50	-	7.6%	8.0%	8.6%	13.6%	-
Attrition from Transfers	6	8	7	6	-	1.6%	2.1%	1.9%	1.6%	-
Attrition from Exits	22	22	25	44	-	6.0%	5.9%	6.7%	11.9%	-
District Retention										
Educator Retention	399	406	399	375	-	93.2%	92.5%	91.3%	86.6%	-
Teacher Retention	340	346	339	319	-	92.4%	92.0%	91.4%	86.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	77.4%	4.3%	18.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.1%	1.1%	17.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.7%	2.2%	11.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	92.2%	2.6%	5.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.9%	4.9%	6.2%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.9%	4.9%	6.2%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.4%	14.5%	16.4%	19.3%	19.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.0%	8.1%	10.1%	11.5%	10.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.9%	1.8%	0.9%	0.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.6%	90.0%	92.2%	92.6%	93.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	8.9%	5.9%	6.5%	6.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.1	13.9	13.6	13.7	12.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	16.9	16.6	16.8	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	3	-4	-5	4	-	-	-	-	-
% Change in Educators	-6.3%	2.5%	-3.3%	-4.3%	3.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	20	-108	-87	-59	-55	-	-	-	-	-
% Change in Enrollment:	1.1%	-6.0%	-5.2%	-3.7%	-3.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	9.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.9%	6.6%	6.0%	7.1%	6.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.0%	11.6%	12.0%	11.6%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	3.4%	3.5%	3.7%	2.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	28.6%	12.5%	28.6%	37.5%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	46.2	47.0	46.7	47.0	43.3	43.5	43.6	43.7	43.9
Average Experience	17.9	18.7	19.2	18.9	19.0	13.8	13.7	13.7	13.4	13.3
Average Salary	33,749	34,545	35,606	36,050	34,592	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	4.2%	4.3%	4.5%	3.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.6%	77.8%	78.1%	79.1%	79.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.3%	13.1%	13.5%	14.3%	14.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	12.1%	na	12.5%	12.8%	11.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	4.0%	3.2%	1.2%	3.2%	3.7%	1.7%	1.6%	1.8%	1.8%	1.8%

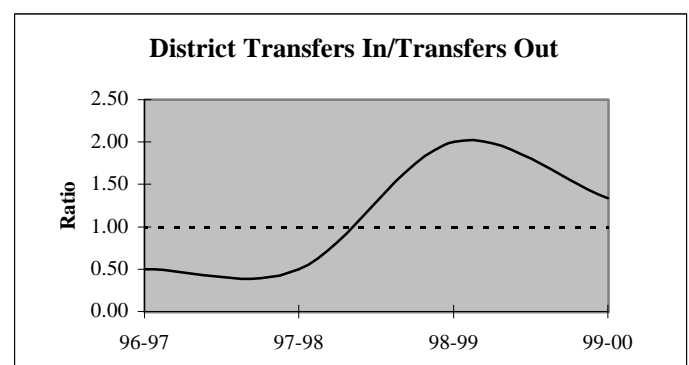
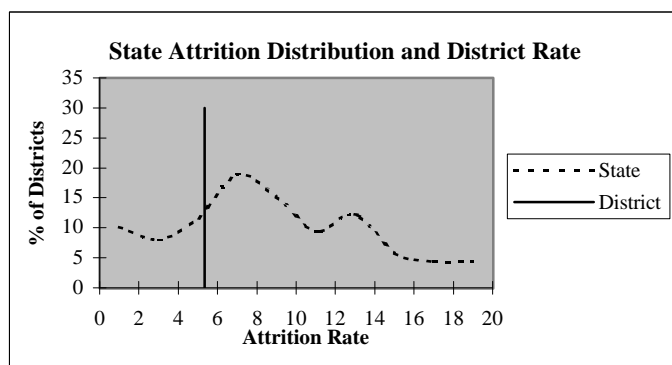
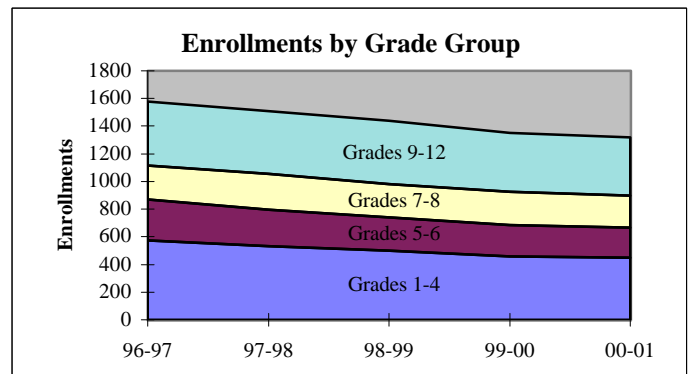
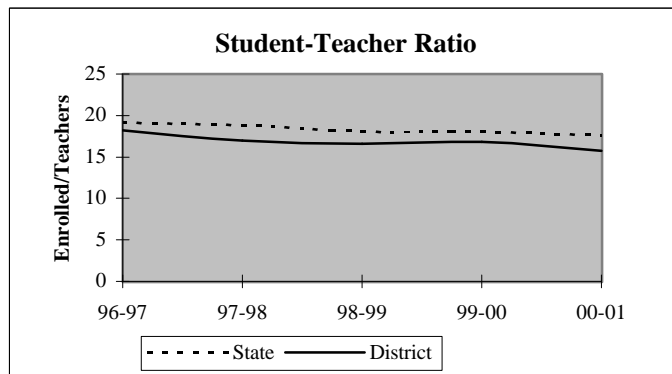
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	118	121	117	112	116	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	115	113	112	104	106	97.5%	93.4%	95.7%	92.9%	91.4%
Newly Hired	3	8	5	8	10	2.5%	6.6%	4.3%	7.1%	8.6%
Transfers In	1	1	2	4	2	33.3%	12.5%	40.0%	50.0%	20.0%
Reentrants	1	5	3	0	4	33.3%	62.5%	60.0%	0.0%	40.0%
First Time Educators	1	2	0	4	4	33.3%	25.0%	0.0%	50.0%	40.0%
Total Exiting Next Year	5	9	13	6	-	4.2%	7.4%	11.1%	5.4%	-
Transfers Out	2	2	1	3	-	40.0%	22.2%	7.7%	50.0%	-
Leave Tennessee Educ.	3	7	12	3	-	60.0%	77.8%	92.3%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	7.4%	11.1%	5.4%	-
Transfers In/Out	0.50	0.50	2.00	1.33	-

District Report for: HARRIMAN

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	118	121	117	112	116	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	8	7	8	8	5.9%	6.6%	6.0%	7.1%	6.9%
Professional Staff	13	14	14	13	14	11.0%	11.6%	12.0%	11.6%	12.1%
Total Teachers	98	99	96	91	94	83.1%	81.8%	82.1%	81.3%	81.0%
Special Education	13	13	13	13	14	13.3%	13.1%	13.5%	14.3%	14.9%
Pre-K & Kindergarten	8	8	8	7	8	8.2%	8.1%	8.3%	7.7%	8.5%
Elementary (1-4)	37	37	38	36	34	37.8%	37.4%	39.6%	39.6%	36.2%
Middle School (5-6)	13	13	11	9	10	13.3%	13.1%	11.5%	9.9%	10.6%
Jr. High (7-8)	6	8	8	8	8	6.1%	8.1%	8.3%	8.8%	8.5%
High School (9-12)	21	20	18	18	20	21.4%	20.2%	18.8%	19.8%	21.3%
Business	2	1	1	2	2	9.5%	5.0%	5.6%	11.1%	10.0%
Language Arts	4	3	3	3	3	19.0%	15.0%	16.7%	16.7%	15.0%
Social Studies	2	1	1	1	1	9.5%	5.0%	5.6%	5.6%	5.0%
Foreign Language	1	1	1	1	1	4.8%	5.0%	5.6%	5.6%	5.0%
Mathematics	4	3	3	3	3	19.0%	15.0%	16.7%	16.7%	15.0%
Science	2	2	3	3	3	9.5%	10.0%	16.7%	16.7%	15.0%
Vocational Education	2	2	2	2	3	9.5%	10.0%	11.1%	11.1%	15.0%
Other High School	4	7	4	3	4	19.0%	35.0%	22.2%	16.7%	20.0%

Total Enrollments	1,786	1,678	1,591	1,532	1,477	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	118	97	134	105	7.8%	7.0%	6.1%	8.7%	7.1%
Grades 1-4	575	532	498	459	451	32.2%	31.7%	31.3%	30.0%	30.5%
Grades 5-6	295	263	242	224	214	16.5%	15.7%	15.2%	14.6%	14.5%
Grades 7-8	243	258	242	242	231	13.6%	15.4%	15.2%	15.8%	15.6%
Grades 9-12	463	454	455	424	422	25.9%	27.1%	28.6%	27.7%	28.6%
Ungraded	70	53	57	49	54	3.9%	3.2%	3.6%	3.2%	3.7%



District Report for: HARRIMAN

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	7	8	7	8	8	6.1%	6.8%	6.1%	7.3%	7.0%
White - Females	2	1	2	3	3	28.6%	12.5%	28.6%	37.5%	37.5%
White - Males	5	7	5	5	5	71.4%	87.5%	71.4%	62.5%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	13	12	13	10.4%	11.1%	11.4%	11.0%	11.4%
White - Females	10	11	12	10	11	83.3%	84.6%	92.3%	83.3%	84.6%
White - Males	2	2	1	2	2	16.7%	15.4%	7.7%	16.7%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	96	96	94	89	93	83.5%	82.1%	82.5%	81.7%	81.6%
White - Females	73	72	70	67	71	76.0%	75.0%	74.5%	75.3%	76.3%
White - Males	20	20	20	18	19	20.8%	20.8%	21.3%	20.2%	20.4%
Black - Females	2	3	3	3	3	2.1%	3.1%	3.2%	3.4%	3.2%
Black - Males	1	1	1	1	0	1.0%	1.0%	1.1%	1.1%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	0	0	0	1.0%	1.0%	0.0%	0.0%	0.0%
25-29	13	8	7	6	7	13.4%	8.3%	7.4%	6.7%	7.7%
30-34	5	8	10	11	10	5.2%	8.3%	10.6%	12.4%	11.0%
35-39	2	3	3	5	8	2.1%	3.1%	3.2%	5.6%	8.8%
40-45	16	12	7	5	3	16.5%	12.5%	7.4%	5.6%	3.3%
45-49	24	25	24	21	18	24.7%	26.0%	25.5%	23.6%	19.8%
50-54	22	22	27	23	24	22.7%	22.9%	28.7%	25.8%	26.4%
55+	14	17	16	18	21	14.4%	17.7%	17.0%	20.2%	23.1%
Average Age	45.0	46.2	47.0	46.7	47.0					

Experience Distribution

Teachers by Experience

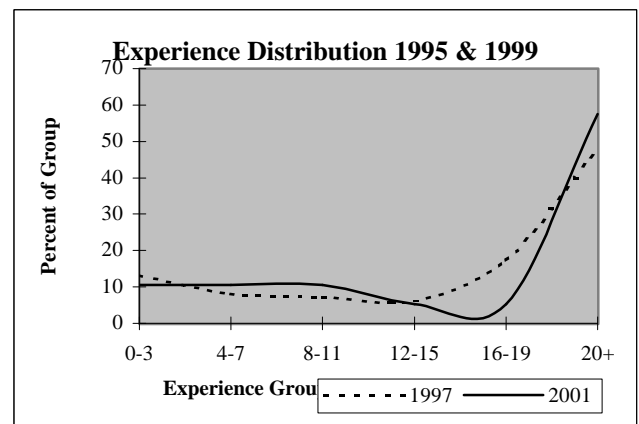
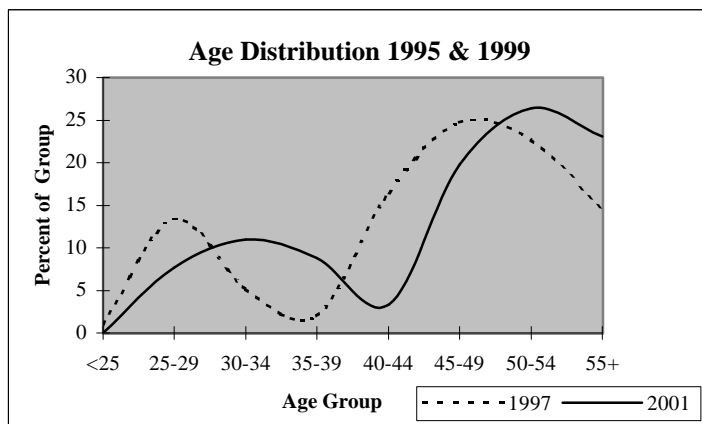
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	13	8	9	8	10	13.3%	8.1%	9.4%	8.8%	10.6%
4-7 Years	8	11	11	12	10	8.2%	11.1%	11.5%	13.2%	10.6%
8-11 Years	7	10	9	6	10	7.1%	10.1%	9.4%	6.6%	10.6%
12-15 Years	6	5	3	6	5	6.1%	5.1%	3.1%	6.6%	5.3%
16-19 Years	17	13	9	7	5	17.3%	13.1%	9.4%	7.7%	5.3%
20+ Years	47	52	55	52	54	48.0%	52.5%	57.3%	57.1%	57.4%
Average Experience	17.9	18.7	19.2	18.9	19.0					

District Report for: HARRIMAN

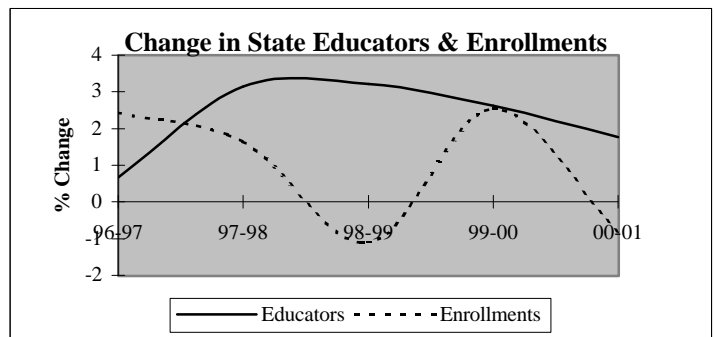
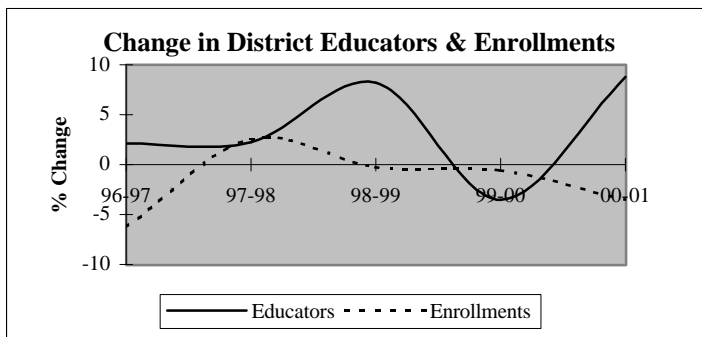
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	5	9	13	6	-	4.2%	7.4%	11.1%	5.4%	-
Attrition from Transfers	2	2	1	3	-	1.7%	1.7%	0.9%	2.7%	-
Attrition from Exits	3	7	12	3	-	2.5%	5.8%	10.3%	2.7%	-
Teacher Attrition	5	6	10	6	-	5.1%	6.1%	10.4%	6.6%	-
Attrition from Transfers	2	2	1	3	-	2.0%	2.0%	1.0%	3.3%	-
Attrition from Exits	3	4	9	3	-	3.1%	4.0%	9.4%	3.3%	-
District Retention										
Educator Retention	113	112	104	106	-	95.8%	92.6%	88.9%	94.6%	-
Teacher Retention	93	93	86	85	-	94.9%	93.9%	89.6%	93.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	66.7%	8.3%	25.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.0%	0.0%	20.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.7%	0.0%	13.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	94.4%	0.0%	5.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	68.4%	21.1%	10.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	81.8%	9.1%	9.1%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.9%	10.1%	10.0%	13.2%	11.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	7.0%	6.2%	6.1%	5.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.8%	1.7%	0.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	98.3%	93.4%	95.7%	95.5%	93.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.7%	5.8%	2.6%	3.6%	6.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: ROBERTSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.5	16.6	15.3	15.7	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.1	19.4	17.7	18.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	13	14	52	-24	58	-	-	-	-	-
% Change in Educators	2.1%	2.3%	8.2%	-3.5%	8.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-677	265	-27	-58	-365	-	-	-	-	-
% Change in Enrollment:	-6.2%	2.6%	-0.3%	-0.6%	-3.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.2%	0.1%	0.3%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.6%	4.4%	4.4%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.9%	10.0%	9.6%	9.4%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.4%	7.5%	7.4%	7.0%	6.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	10.7%	10.3%	10.0%	6.9%	9.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	27.6%	27.6%	33.3%	37.9%	35.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.7	42.1	42.5	42.8	43.1	43.3	43.5	43.6	43.7	43.9
Average Experience	12.4	12.3	12.4	12.9	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	32,025	32,332	33,242	34,790	34,298	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.2%	7.4%	7.2%	7.0%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.9%	84.3%	83.7%	83.7%	83.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.3%	11.6%	11.2%	11.9%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	11.7%	na	12.2%	11.8%	11.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.4%	1.2%	1.6%	1.2%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

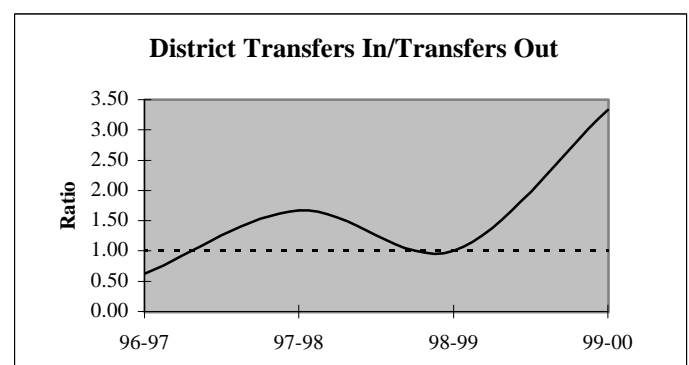
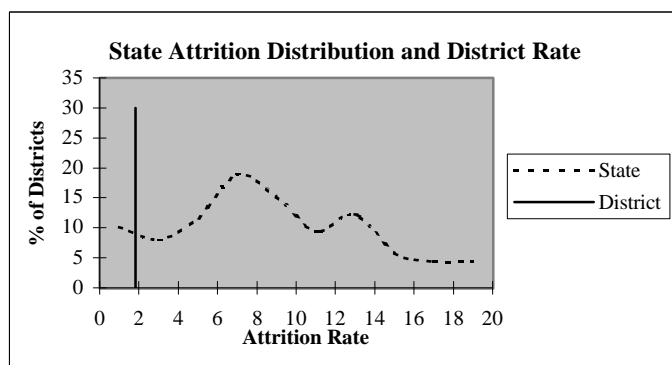
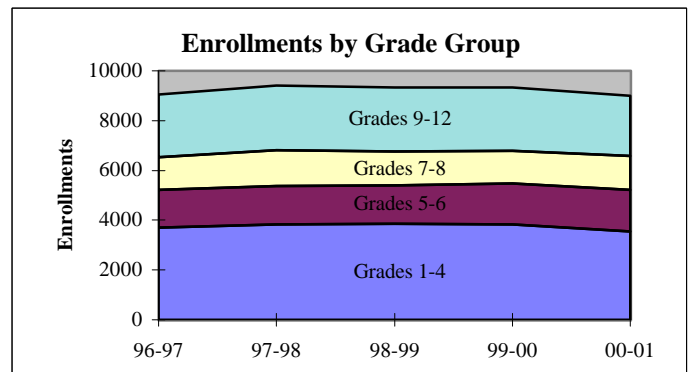
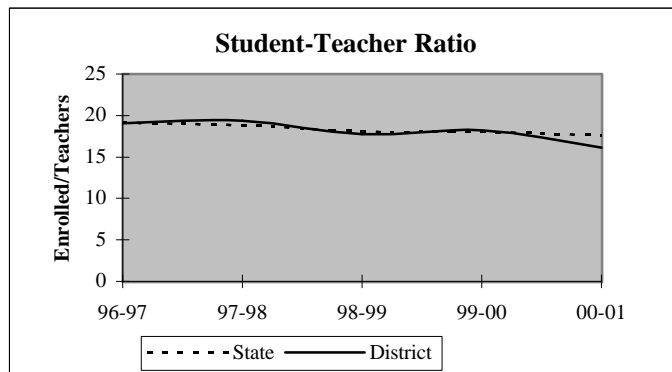
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	619	633	685	661	719	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	561	569	626	615	649	90.6%	89.9%	91.4%	93.0%	90.3%
Newly Hired	58	64	59	46	70	9.4%	10.1%	8.6%	7.0%	9.7%
Transfers In	5	5	8	10	10	8.6%	7.8%	13.6%	21.7%	14.3%
Reentrants	17	19	23	13	25	29.3%	29.7%	39.0%	28.3%	35.7%
First Time Educators	36	40	28	23	35	62.1%	62.5%	47.5%	50.0%	50.0%
Total Exiting Next Year	50	7	70	12	-	8.1%	1.1%	10.2%	1.8%	-
Transfers Out	8	3	8	3	-	16.0%	42.9%	11.4%	25.0%	-
Leave Tennessee Educ.	42	4	62	9	-	84.0%	57.1%	88.6%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	1.1%	10.2%	1.8%	-
Transfers In/Out	0.63	1.67	1.00	3.33	-

District Report for: ROBERTSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	619	633	685	661	719	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	29	29	30	29	31	4.7%	4.6%	4.4%	4.4%	4.3%
Professional Staff	55	63	66	62	66	8.9%	10.0%	9.6%	9.4%	9.2%
Total Teachers	535	541	589	570	622	86.4%	85.5%	86.0%	86.2%	86.5%
Special Education	66	63	66	68	72	12.3%	11.6%	11.2%	11.9%	11.6%
Pre-K & Kindergarten	48	53	57	58	66	9.0%	9.8%	9.7%	10.2%	10.6%
Elementary (1-4)	188	189	209	198	216	35.1%	34.9%	35.5%	34.7%	34.7%
Middle School (5-6)	62	57	64	62	71	11.6%	10.5%	10.9%	10.9%	11.4%
Jr. High (7-8)	41	42	48	46	51	7.7%	7.8%	8.1%	8.1%	8.2%
High School (9-12)	130	137	145	138	146	24.3%	25.3%	24.6%	24.2%	23.5%
Business	10	6	6	9	10	7.7%	4.4%	4.1%	6.5%	6.8%
Language Arts	19	23	23	21	23	14.6%	16.8%	15.9%	15.2%	15.8%
Social Studies	13	12	13	17	16	10.0%	8.8%	9.0%	12.3%	11.0%
Foreign Language	5	5	6	6	7	3.8%	3.6%	4.1%	4.3%	4.8%
Mathematics	17	18	19	19	20	13.1%	13.1%	13.1%	13.8%	13.7%
Science	13	13	14	15	17	10.0%	9.5%	9.7%	10.9%	11.6%
Vocational Education	22	21	24	23	24	16.9%	15.3%	16.6%	16.7%	16.4%
Other High School	31	39	40	28	29	23.8%	28.5%	27.6%	20.3%	19.9%

Total Enrollments	10,213	10,478	10,451	10,393	10,028	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	942	948	969	938	932	9.2%	9.0%	9.3%	9.0%	9.3%
Grades 1-4	3,704	3,837	3,846	3,828	3,547	36.3%	36.6%	36.8%	36.8%	35.4%
Grades 5-6	1,523	1,547	1,565	1,638	1,681	14.9%	14.8%	15.0%	15.8%	16.8%
Grades 7-8	1,312	1,427	1,361	1,327	1,346	12.8%	13.6%	13.0%	12.8%	13.4%
Grades 9-12	2,511	2,591	2,555	2,536	2,422	24.6%	24.7%	24.4%	24.4%	24.2%
Ungraded	221	128	155	126	100	2.2%	1.2%	1.5%	1.2%	1.0%



District Report for: ROBERTSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	28	29	30	29	31	4.7%	4.8%	4.7%	4.6%	4.6%
White - Females	7	8	10	11	11	25.0%	27.6%	33.3%	37.9%	35.5%
White - Males	18	18	17	16	17	64.3%	62.1%	56.7%	55.2%	54.8%
Black - Females	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	3	3	2	3	7.1%	10.3%	10.0%	6.9%	9.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	53	59	62	57	61	8.9%	9.8%	9.6%	9.1%	9.0%
White - Females	41	47	49	46	50	77.4%	79.7%	79.0%	80.7%	82.0%
White - Males	8	8	8	7	7	15.1%	13.6%	12.9%	12.3%	11.5%
Black - Females	4	4	5	4	4	7.5%	6.8%	8.1%	7.0%	6.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	512	512	553	542	585	86.3%	85.3%	85.7%	86.3%	86.4%
White - Females	409	407	439	429	468	79.9%	79.5%	79.4%	79.2%	80.0%
White - Males	66	67	74	75	82	12.9%	13.1%	13.4%	13.8%	14.0%
Black - Females	29	30	32	30	30	5.7%	5.9%	5.8%	5.5%	5.1%
Black - Males	6	5	5	5	3	1.2%	1.0%	0.9%	0.9%	0.5%
Other - Females	1	2	2	2	1	0.2%	0.4%	0.4%	0.4%	0.2%
Other - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	7	10	5	3	8	1.5%	2.2%	1.0%	0.6%	1.6%
25-29	65	59	61	61	53	13.7%	12.9%	12.7%	12.9%	10.7%
30-34	60	58	71	63	72	12.6%	12.7%	14.8%	13.3%	14.5%
35-39	55	57	58	56	58	11.6%	12.5%	12.1%	11.8%	11.7%
40-45	84	76	63	60	64	17.7%	16.6%	13.1%	12.7%	12.9%
45-49	92	82	88	82	85	19.4%	17.9%	18.3%	17.3%	17.1%
50-54	61	65	76	87	82	12.8%	14.2%	15.8%	18.4%	16.5%
55+	51	50	58	61	75	10.7%	10.9%	12.1%	12.9%	15.1%
Average Age	41.7	42.1	42.5	42.8	43.1					

Experience Distribution

Teachers by Experience

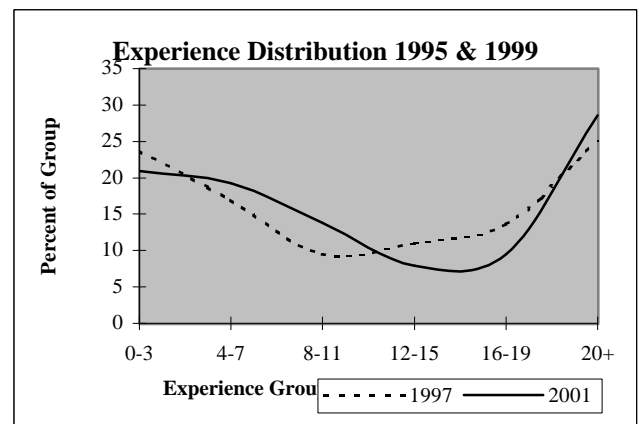
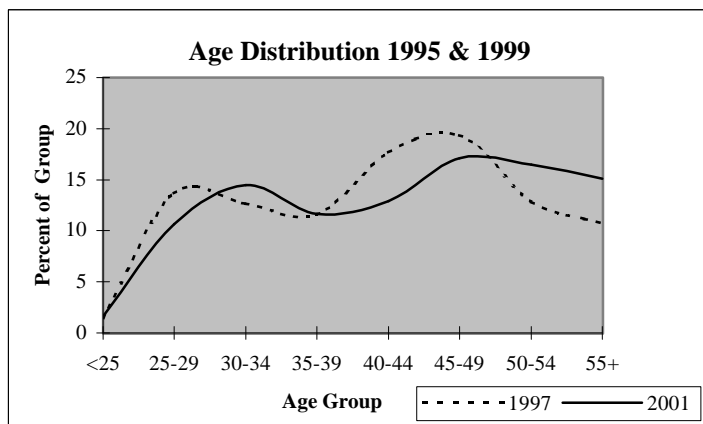
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	127	134	138	121	130	23.7%	24.8%	23.4%	21.2%	20.9%
4-7 Years	91	93	116	111	120	17.0%	17.2%	19.7%	19.5%	19.3%
8-11 Years	51	56	64	64	86	9.5%	10.4%	10.9%	11.2%	13.8%
12-15 Years	59	57	55	56	49	11.0%	10.5%	9.3%	9.8%	7.9%
16-19 Years	73	56	58	49	59	13.6%	10.4%	9.8%	8.6%	9.5%
20+ Years	134	145	158	169	178	25.0%	26.8%	26.8%	29.6%	28.6%
Average Experience	12.4	12.3	12.4	12.9	12.9					

District Report for: ROBERTSON COUNTY

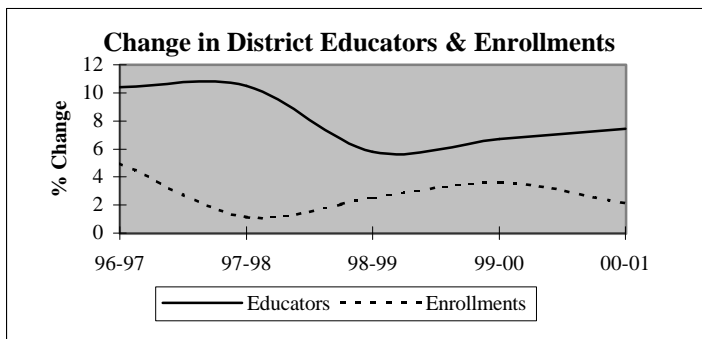
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	50	7	70	12	-	8.1%	1.1%	10.2%	1.8%	-
Attrition from Transfers	8	3	8	3	-	1.3%	0.5%	1.2%	0.5%	-
Attrition from Exits	42	4	62	9	-	6.8%	0.6%	9.1%	1.4%	-
Teacher Attrition	46	6	61	12	-	8.6%	1.1%	10.4%	2.1%	-
Attrition from Transfers	8	3	8	3	-	1.5%	0.6%	1.4%	0.5%	-
Attrition from Exits	38	3	53	9	-	7.1%	0.6%	9.0%	1.6%	-
District Retention										
Educator Retention	569	626	615	649	-	91.9%	98.9%	89.8%	98.2%	-
Teacher Retention	489	535	528	558	-	91.4%	98.9%	89.6%	97.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	89.2%	1.2%	9.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	88.5%	0.6%	10.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.7%	3.1%	6.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.7%	4.7%	8.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.2%	1.5%	5.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.1%	2.3%	4.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.7%	14.2%	15.9%	18.4%	20.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.6%	9.9%	11.3%	10.1%	7.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.5%	0.3%	1.0%	0.9%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.5%	90.2%	91.2%	93.5%	90.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.0%	0.3%	0.2%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.9%	9.5%	7.4%	5.4%	8.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: RUTHERFORD COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.1	15.6	15.1	14.7	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.3	17.8	17.5	17.1	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	138	154	94	115	136	-	-	-	-	-
% Change in Educators	10.4%	10.5%	5.8%	6.7%	7.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	1,182	283	634	929	580	-	-	-	-	-
% Change in Enrollment:	5.0%	1.1%	2.5%	3.6%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.6%	1.2%	1.0%	13.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.7%	3.6%	3.6%	3.8%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.0%	8.5%	9.9%	10.2%	10.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.6%	5.6%	5.5%	5.5%	6.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	11.3%	12.3%	9.7%	11.4%	11.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	27.8%	32.8%	38.7%	38.6%	39.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.1	40.9	40.5	40.7	40.5	43.3	43.5	43.6	43.7	43.9
Average Experience	12.3	12.0	11.6	11.7	11.5	13.8	13.7	13.7	13.4	13.3
Average Salary	34,375	34,273	35,100	36,652	35,602	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	5.2%	5.1%	5.0%	5.0%	5.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.2%	79.4%	79.1%	79.6%	79.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.8%	10.5%	10.9%	10.1%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	11.9%	na	13.4%	14.0%	15.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	2.1%	2.0%	2.1%	2.1%	1.7%	1.6%	1.8%	1.8%	1.8%

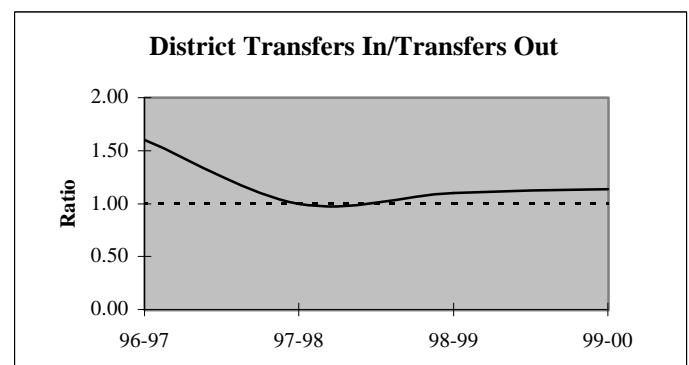
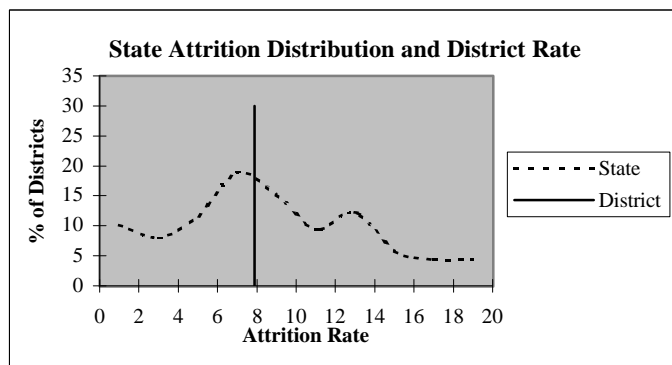
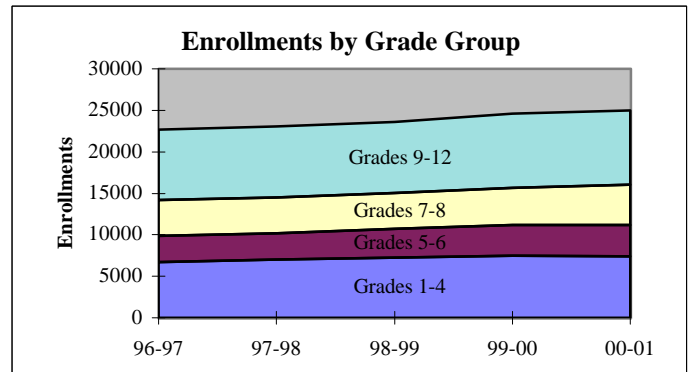
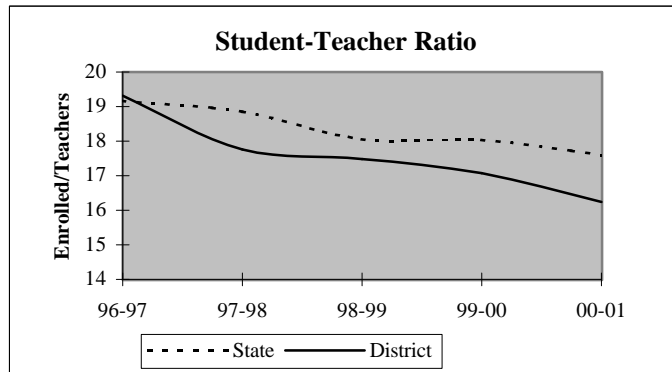
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,466	1,620	1,714	1,829	1,965	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,255	1,369	1,482	1,604	1,685	85.6%	84.5%	86.5%	87.7%	85.8%
Newly Hired	211	251	232	225	280	14.4%	15.5%	13.5%	12.3%	14.2%
Transfers In	40	49	33	42	47	19.0%	19.5%	14.2%	18.7%	16.8%
Reentrants	63	83	88	79	101	29.9%	33.1%	37.9%	35.1%	36.1%
First Time Educators	108	119	111	104	132	51.2%	47.4%	47.8%	46.2%	47.1%
Total Exiting Next Year	97	138	110	144	-	6.6%	8.5%	6.4%	7.9%	-
Transfers Out	25	49	30	37	-	25.8%	35.5%	27.3%	25.7%	-
Leave Tennessee Educ.	72	89	80	107	-	74.2%	64.5%	72.7%	74.3%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	6.6%	8.5%	6.4%	7.9%	-
Transfers In/Out	1.60	1.00	1.10	1.14	-

District Report for: RUTHERFORD COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,466	1,620	1,714	1,829	1,965	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	54	58	62	70	73	3.7%	3.6%	3.6%	3.8%	3.7%
Professional Staff	117	137	169	186	203	8.0%	8.5%	9.9%	10.2%	10.3%
Total Teachers	1,295	1,425	1,483	1,573	1,689	88.3%	88.0%	86.5%	86.0%	86.0%
Special Education	140	149	162	159	169	10.8%	10.5%	10.9%	10.1%	10.0%
Pre-K & Kindergarten	87	100	98	109	116	6.7%	7.0%	6.6%	6.9%	6.9%
Elementary (1-4)	414	461	493	526	551	32.0%	32.4%	33.2%	33.4%	32.6%
Middle School (5-6)	128	143	144	167	168	9.9%	10.0%	9.7%	10.6%	9.9%
Jr. High (7-8)	154	168	187	200	223	11.9%	11.8%	12.6%	12.7%	13.2%
High School (9-12)	372	404	399	412	462	28.7%	28.4%	26.9%	26.2%	27.4%
Business	13	12	15	16	9	3.5%	3.0%	3.8%	3.9%	1.9%
Language Arts	53	54	60	63	65	14.2%	13.4%	15.0%	15.3%	14.1%
Social Studies	38	43	48	48	50	10.2%	10.6%	12.0%	11.7%	10.8%
Foreign Language	24	25	24	25	28	6.5%	6.2%	6.0%	6.1%	6.1%
Mathematics	53	49	59	62	58	14.2%	12.1%	14.8%	15.0%	12.6%
Science	44	49	53	52	54	11.8%	12.1%	13.3%	12.6%	11.7%
Vocational Education	58	60	59	63	92	15.6%	14.9%	14.8%	15.3%	19.9%
Other High School	89	112	81	83	106	23.9%	27.7%	20.3%	20.1%	22.9%

Total Enrollments	25,019	25,302	25,936	26,865	27,445	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,713	1,740	1,770	1,716	1,892	6.8%	6.9%	6.8%	6.4%	6.9%
Grades 1-4	6,744	6,987	7,256	7,456	7,403	27.0%	27.6%	28.0%	27.8%	27.0%
Grades 5-6	3,138	3,223	3,456	3,720	3,741	12.5%	12.7%	13.3%	13.8%	13.6%
Grades 7-8	4,279	4,309	4,329	4,472	4,868	17.1%	17.0%	16.7%	16.6%	17.7%
Grades 9-12	8,523	8,509	8,562	8,930	8,975	34.1%	33.6%	33.0%	33.2%	32.7%
Ungraded	622	534	563	571	566	2.5%	2.1%	2.2%	2.1%	2.1%



District Report for: RUTHERFORD COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	53	57	62	70	72	3.8%	3.7%	3.8%	4.0%	3.9%
White - Females	13	16	21	24	25	24.5%	28.1%	33.9%	34.3%	34.7%
White - Males	34	34	35	38	39	64.2%	59.6%	56.5%	54.3%	54.2%
Black - Females	2	3	3	3	3	3.8%	5.3%	4.8%	4.3%	4.2%
Black - Males	4	4	3	5	5	7.5%	7.0%	4.8%	7.1%	6.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	114	134	165	178	194	8.1%	8.6%	10.1%	10.2%	10.4%
White - Females	92	113	144	153	167	80.7%	84.3%	87.3%	86.0%	86.1%
White - Males	14	10	9	12	12	12.3%	7.5%	5.5%	6.7%	6.2%
Black - Females	6	8	9	9	11	5.3%	6.0%	5.5%	5.1%	5.7%
Black - Males	1	2	2	2	2	0.9%	1.5%	1.2%	1.1%	1.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.6%	0.5%
Other - Males	1	1	1	1	1	0.9%	0.7%	0.6%	0.6%	0.5%
Teachers	1,235	1,359	1,406	1,490	1,597	88.1%	87.7%	86.1%	85.7%	85.7%
White - Females	936	1,037	1,074	1,149	1,220	75.8%	76.3%	76.4%	77.1%	76.4%
White - Males	235	253	261	267	288	19.0%	18.6%	18.6%	17.9%	18.0%
Black - Females	46	49	48	49	62	3.7%	3.6%	3.4%	3.3%	3.9%
Black - Males	13	13	15	16	17	1.1%	1.0%	1.1%	1.1%	1.1%
Other - Females	3	5	6	7	9	0.2%	0.4%	0.4%	0.5%	0.6%
Other - Males	2	2	2	2	1	0.2%	0.1%	0.1%	0.1%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	25	33	36	44	43	2.1%	2.6%	2.7%	3.3%	3.0%
25-29	181	212	227	223	252	15.3%	16.6%	17.3%	16.5%	17.7%
30-34	151	169	196	212	231	12.8%	13.3%	14.9%	15.7%	16.2%
35-39	166	163	154	156	168	14.0%	12.8%	11.7%	11.5%	11.8%
40-45	174	178	190	183	167	14.7%	14.0%	14.4%	13.5%	11.7%
45-49	224	229	214	198	193	18.9%	18.0%	16.3%	14.7%	13.6%
50-54	155	160	171	193	199	13.1%	12.5%	13.0%	14.3%	14.0%
55+	108	131	127	142	169	9.1%	10.3%	9.7%	10.5%	11.9%
Average Age	41.1	40.9	40.5	40.7	40.5					

Experience Distribution

Teachers by Experience

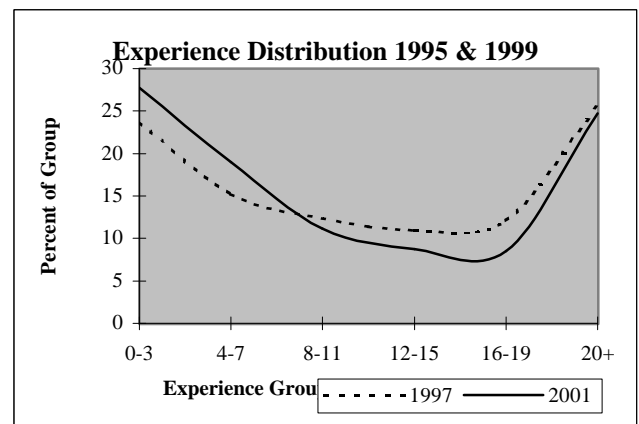
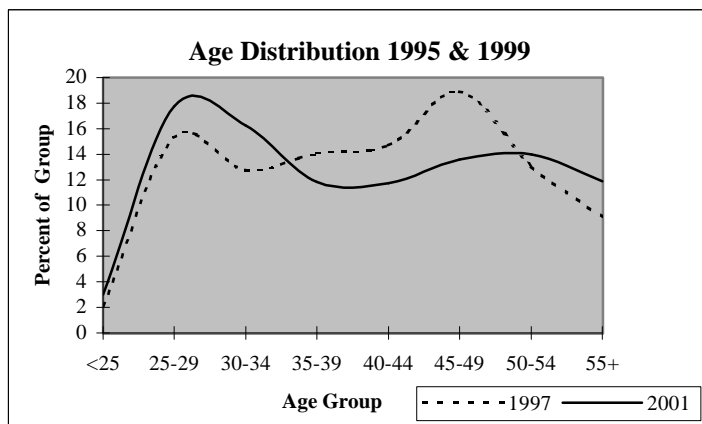
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	307	353	414	439	469	23.7%	24.8%	27.9%	27.9%	27.8%
4-7 Years	197	233	236	272	321	15.2%	16.4%	15.9%	17.3%	19.0%
8-11 Years	160	168	174	170	189	12.4%	11.8%	11.7%	10.8%	11.2%
12-15 Years	142	160	155	163	148	11.0%	11.2%	10.5%	10.4%	8.8%
16-19 Years	157	140	134	133	144	12.1%	9.8%	9.0%	8.5%	8.5%
20+ Years	332	371	370	396	418	25.6%	26.0%	24.9%	25.2%	24.7%
Average Experience	12.3	12.0	11.6	11.7	11.5					

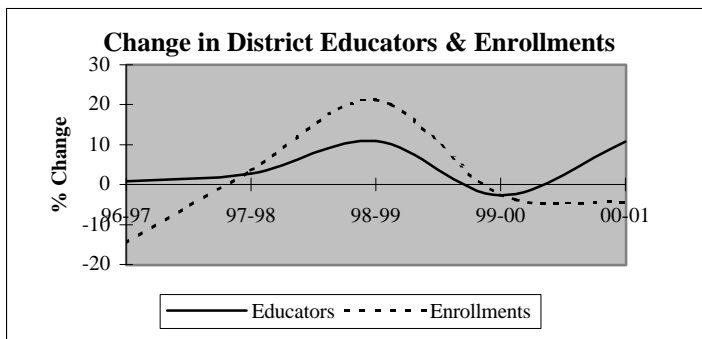
District Report for: RUTHERFORD COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	97	138	110	144	-	6.6%	8.5%	6.4%	7.9%	-
Attrition from Transfers	25	49	30	37	-	1.7%	3.0%	1.8%	2.0%	-
Attrition from Exits	72	89	80	107	-	4.9%	5.5%	4.7%	5.9%	-
Teacher Attrition	83	120	96	128	-	6.4%	8.4%	6.5%	8.1%	-
Attrition from Transfers	23	40	24	34	-	1.8%	2.8%	1.6%	2.2%	-
Attrition from Exits	60	80	72	94	-	4.6%	5.6%	4.9%	6.0%	-
District Retention										
Educator Retention	1,369	1,482	1,604	1,685	-	93.4%	91.5%	93.6%	92.1%	-
Teacher Retention	1,212	1,305	1,387	1,445	-	93.6%	91.6%	93.5%	91.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	83.4%	6.6%	10.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	90.2%	2.4%	7.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	92.2%	2.5%	5.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.9%	3.9%	7.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.6%	2.9%	6.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.7%	3.1%	7.2%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	12.5%	17.7%	22.5%	24.6%	26.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.3%	13.1%	17.3%	15.6%	14.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	1.4%	2.0%	1.9%	3.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.6%	85.9%	85.8%	87.5%	84.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.1%	0.2%	0.4%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.8%	12.6%	12.0%	10.2%	12.1%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.1	14.3	15.6	15.6	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.4	16.5	18.0	17.8	15.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	10	41	-11	44	-	-	-	-	-
% Change in Educators	0.8%	2.7%	10.9%	-2.6%	10.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-884	183	1,133	-162	-282	-	-	-	-	-
% Change in Enrollment	-14.6%	3.5%	21.1%	-2.5%	-4.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.8%	0.5%	0.2%	6.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.6%	4.8%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.0%	8.6%	7.9%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	9.7%	11.0%	11.2%	11.3%	11.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.7%	14.3%	20.0%	22.2%	21.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	66.7%	66.7%	60.0%	66.7%	63.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.0	42.1	41.4	41.9	41.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	13.0	11.9	12.5	12.4	13.8	13.7	13.7	13.4	13.3
Average Salary	35,523	35,541	37,204	38,502	37,807	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	9.9%	11.5%	11.5%	11.4%	12.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	90.8%	90.5%	90.6%	88.8%	88.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.0%	6.2%	6.6%	6.2%	6.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	25.9%	na	28.0%	30.0%	31.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.7%	0.7%	0.8%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

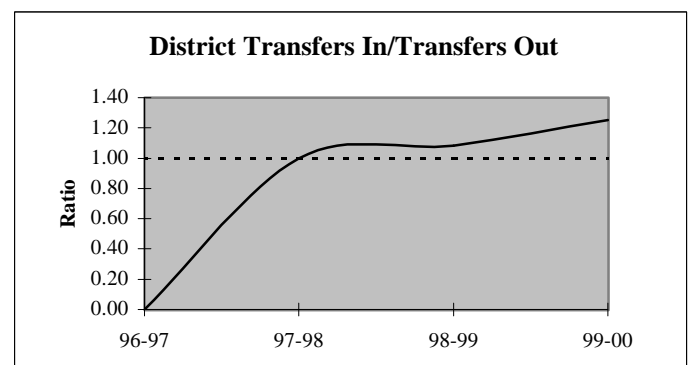
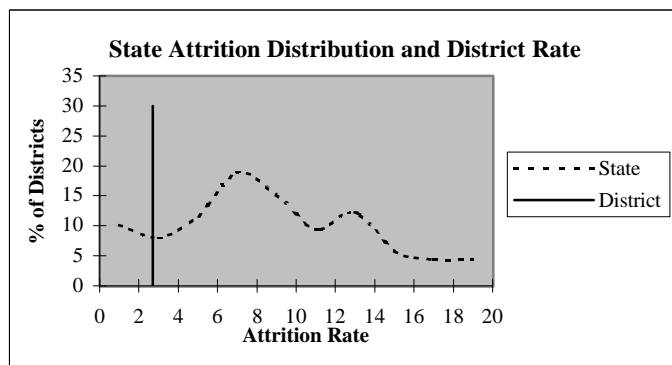
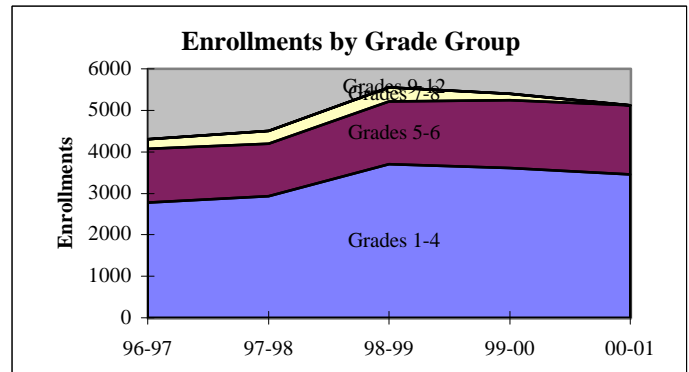
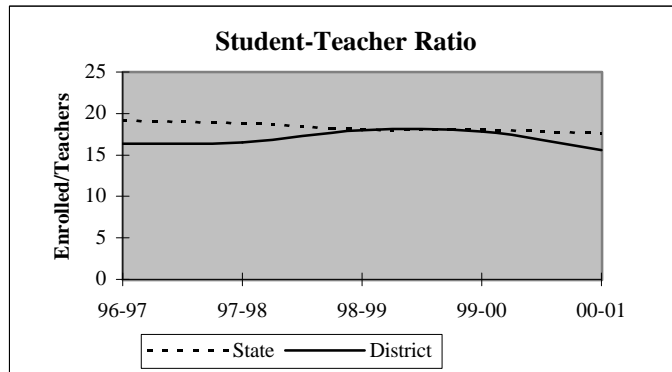
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	366	376	417	406	450	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	347	350	348	363	395	94.8%	93.1%	83.5%	89.4%	87.8%
Newly Hired	19	26	69	43	55	5.2%	6.9%	16.5%	10.6%	12.2%
Transfers In	1	4	13	5	16	5.3%	15.4%	18.8%	11.6%	29.1%
Reentrants	8	11	24	19	11	42.1%	42.3%	34.8%	44.2%	20.0%
First Time Educators	10	11	32	19	28	52.6%	42.3%	46.4%	44.2%	50.9%
Total Exiting Next Year	16	28	54	11	-	4.4%	7.4%	12.9%	2.7%	-
Transfers Out	0	4	12	4	-	0.0%	14.3%	22.2%	36.4%	-
Leave Tennessee Educ.	16	24	42	7	-	100.0%	85.7%	77.8%	63.6%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	4.4%	7.4%	12.9%	2.7%	-
Transfers In/Out	nc	1.00	1.08	1.25	-

District Report for: MURFREESBORO

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	366	376	417	406	450	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	21	20	18	19	4.9%	5.6%	4.8%	4.4%	4.2%
Professional Staff	32	30	36	32	42	8.7%	8.0%	8.6%	7.9%	9.3%
Total Teachers	316	325	361	356	389	86.3%	86.4%	86.6%	87.7%	86.4%
Special Education	19	20	24	22	24	6.0%	6.2%	6.6%	6.2%	6.2%
Pre-K & Kindergarten	43	45	55	51	57	13.6%	13.8%	15.2%	14.3%	14.7%
Elementary (1-4)	173	178	203	211	229	54.7%	54.8%	56.2%	59.3%	58.9%
Middle School (5-6)	68	68	65	68	78	21.5%	20.9%	18.0%	19.1%	20.1%
Jr. High (7-8)	13	13	12	3	0	4.1%	4.0%	3.3%	0.8%	0.0%
High School (9-12)	0	1	2	1	1	0.0%	0.3%	0.6%	0.3%	0.3%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	1	2	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	5,178	5,361	6,494	6,332	6,050	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	809	812	889	892	885	15.6%	15.1%	13.7%	14.1%	14.6%
Grades 1-4	2,773	2,935	3,705	3,610	3,456	53.6%	54.7%	57.1%	57.0%	57.1%
Grades 5-6	1,293	1,258	1,515	1,628	1,658	25.0%	23.5%	23.3%	25.7%	27.4%
Grades 7-8	244	316	340	153	0	4.7%	5.9%	5.2%	2.4%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	59	40	45	49	51	1.1%	0.7%	0.7%	0.8%	0.8%



District Report for: MURFREESBORO

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	18	21	20	18	19	5.1%	5.8%	5.0%	4.6%	4.4%
White - Females	10	12	10	10	10	55.6%	57.1%	50.0%	55.6%	52.6%
White - Males	5	6	6	4	5	27.8%	28.6%	30.0%	22.2%	26.3%
Black - Females	2	2	2	2	2	11.1%	9.5%	10.0%	11.1%	10.5%
Black - Males	1	1	2	2	2	5.6%	4.8%	10.0%	11.1%	10.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	30	34	29	39	8.8%	8.3%	8.4%	7.4%	9.0%
White - Females	29	28	31	26	34	93.5%	93.3%	91.2%	89.7%	87.2%
White - Males	1	1	2	2	3	3.2%	3.3%	5.9%	6.9%	7.7%
Black - Females	1	1	1	1	2	3.2%	3.3%	2.9%	3.4%	5.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	303	312	349	343	376	86.1%	86.0%	86.6%	87.9%	86.6%
White - Females	250	253	283	274	299	82.5%	81.1%	81.1%	79.9%	79.5%
White - Males	23	23	26	30	32	7.6%	7.4%	7.4%	8.7%	8.5%
Black - Females	25	29	33	32	35	8.3%	9.3%	9.5%	9.3%	9.3%
Black - Males	5	7	7	7	9	1.7%	2.2%	2.0%	2.0%	2.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	3	10	7	5	1.4%	1.0%	3.0%	2.2%	1.5%
25-29	43	46	50	45	54	14.6%	15.3%	15.2%	14.1%	16.1%
30-34	32	35	44	48	52	10.8%	11.7%	13.4%	15.0%	15.5%
35-39	35	39	38	32	36	11.9%	13.0%	11.6%	10.0%	10.7%
40-45	44	35	42	47	42	14.9%	11.7%	12.8%	14.7%	12.5%
45-49	62	64	59	49	45	21.0%	21.3%	18.0%	15.4%	13.4%
50-54	42	44	48	50	53	14.2%	14.7%	14.6%	15.7%	15.8%
55+	33	34	37	41	49	11.2%	11.3%	11.3%	12.9%	14.6%
Average Age	42.0	42.1	41.4	41.9	41.8					

Experience Distribution

Teachers by Experience

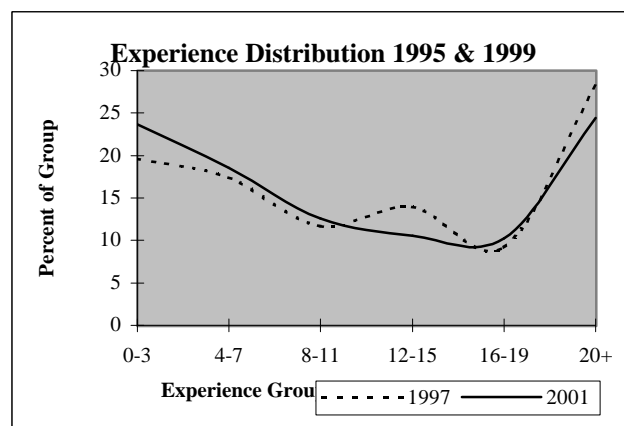
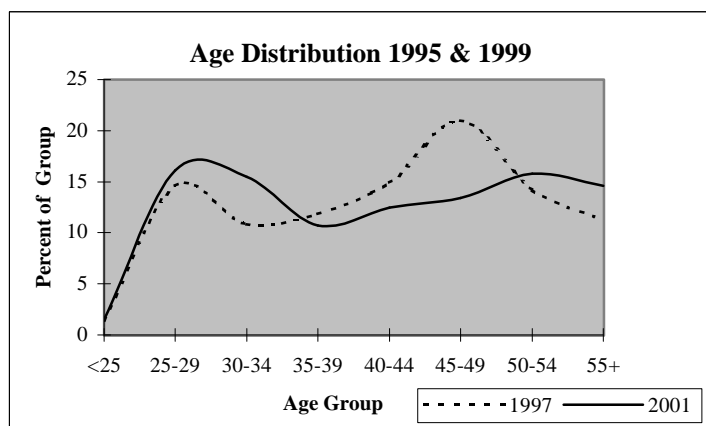
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	62	61	72	75	92	19.6%	18.8%	19.9%	21.1%	23.7%
4-7 Years	55	60	82	66	72	17.4%	18.5%	22.7%	18.5%	18.5%
8-11 Years	37	38	42	42	49	11.7%	11.7%	11.6%	11.8%	12.6%
12-15 Years	44	46	45	46	41	13.9%	14.2%	12.5%	12.9%	10.5%
16-19 Years	29	32	31	33	40	9.2%	9.8%	8.6%	9.3%	10.3%
20+ Years	89	88	89	94	95	28.2%	27.1%	24.7%	26.4%	24.4%
Average Experience	13.1	13.0	11.9	12.5	12.4					

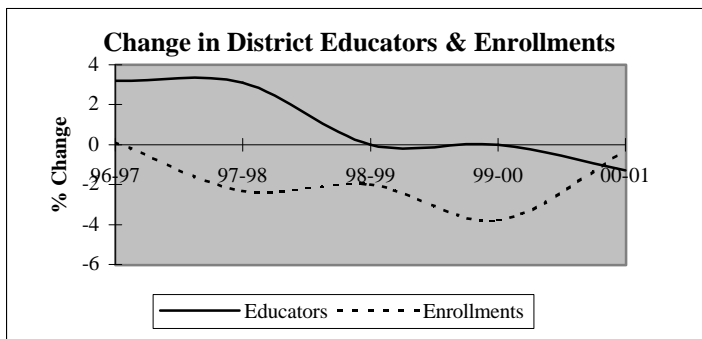
District Report for: MURFREESBORO

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	16	28	54	11	-	4.4%	7.4%	12.9%	2.7%	-
Attrition from Transfers	0	4	12	4	-	0.0%	1.1%	2.9%	1.0%	-
Attrition from Exits	16	24	42	7	-	4.4%	6.4%	10.1%	1.7%	-
Teacher Attrition	13	19	41	11	-	4.1%	5.8%	11.4%	3.1%	-
Attrition from Transfers	0	3	11	4	-	0.0%	0.9%	3.0%	1.1%	-
Attrition from Exits	13	16	30	7	-	4.1%	4.9%	8.3%	2.0%	-
District Retention										
Educator Retention	350	348	363	395	-	95.6%	92.6%	87.1%	97.3%	-
Teacher Retention	303	306	320	345	-	95.9%	94.2%	88.6%	96.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	86.4%	7.4%	6.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	93.5%	0.0%	6.5%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	92.7%	1.2%	6.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	97.5%	0.0%	2.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.3%	1.2%	3.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.0%	2.2%	6.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.1%	10.2%	15.3%	20.3%	20.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.9%	5.6%	10.6%	12.0%	9.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.3%	1.3%	1.0%	2.0%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.5%	92.6%	85.6%	88.7%	89.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.9%	5.9%	13.4%	9.4%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	13.2	12.9	12.4	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.1	15.3	15.0	14.3	14.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	7	0	0	-3	-	-	-	-	-
% Change in Educators	3.2%	3.1%	0.0%	0.0%	-1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	4	-72	-61	-113	-9	-	-	-	-	-
% Change in Enrollment:	0.1%	-2.3%	-2.0%	-3.8%	-0.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	0.4%	0.9%	0.9%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.0%	3.9%	3.9%	3.9%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.9%	9.9%	9.5%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.4%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	33.3%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.9	42.2	42.6	42.7	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.2	13.0	12.7	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	24,605	29,098	30,641	31,497	31,824	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.0%	0.5%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.7%	72.5%	70.5%	72.6%	73.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.8%	10.5%	11.0%	11.4%	11.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.0%	na	0.1%	0.2%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	1.3%	1.0%	0.9%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

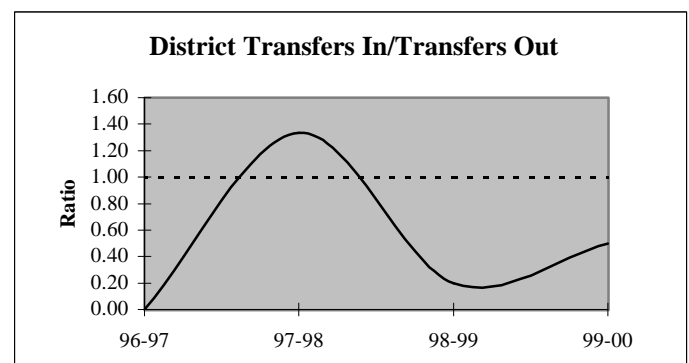
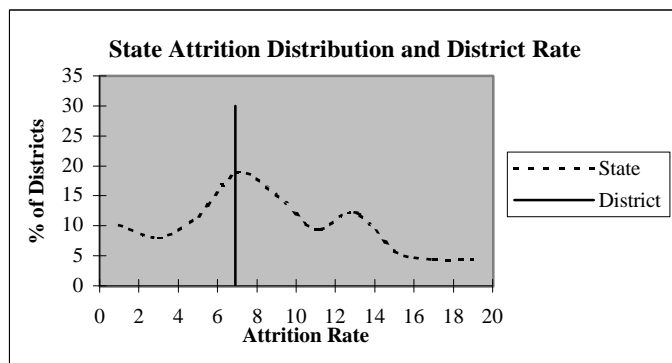
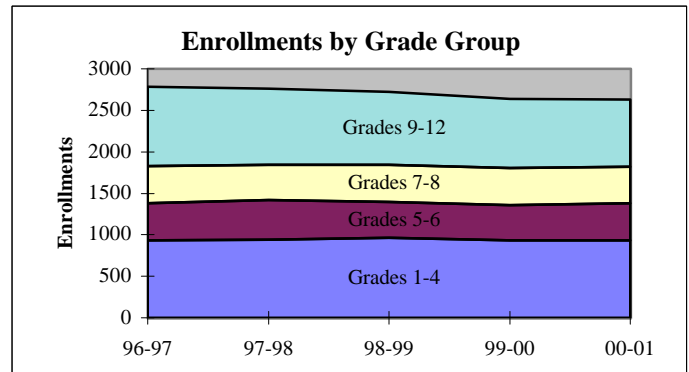
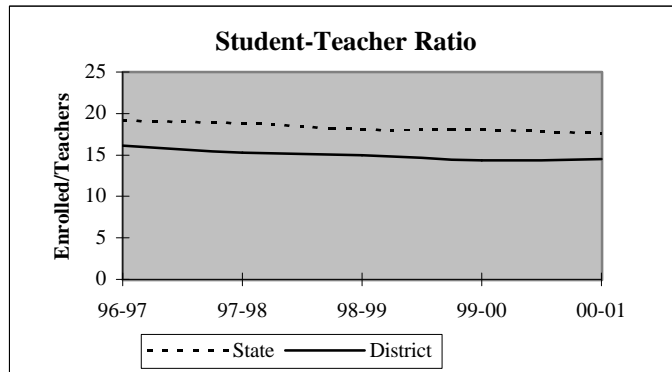
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	225	232	232	232	229	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	203	210	215	214	216	90.2%	90.5%	92.7%	92.2%	94.3%
Newly Hired	22	22	17	18	13	9.8%	9.5%	7.3%	7.8%	5.7%
Transfers In	0	4	1	1	0	0.0%	18.2%	5.9%	5.6%	0.0%
Reentrants	3	2	2	3	4	13.6%	9.1%	11.8%	16.7%	30.8%
First Time Educators	19	16	14	14	9	86.4%	72.7%	82.4%	77.8%	69.2%
Total Exiting Next Year	15	17	18	16	-	6.7%	7.3%	7.8%	6.9%	-
Transfers Out	6	3	5	2	-	40.0%	17.6%	27.8%	12.5%	-
Leave Tennessee Educ.	9	14	13	14	-	60.0%	82.4%	72.2%	87.5%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	7.3%	7.8%	6.9%	-
Transfers In/Out	0.00	1.33	0.20	0.50	-

District Report for: SCOTT COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	225	232	232	232	229	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	9	4.0%	3.9%	3.9%	3.9%	3.9%
Professional Staff	22	23	23	22	22	9.8%	9.9%	9.9%	9.5%	9.6%
Total Teachers	194	200	200	201	198	86.2%	86.2%	86.2%	86.6%	86.5%
Special Education	19	21	22	23	22	9.8%	10.5%	11.0%	11.4%	11.1%
Pre-K & Kindergarten	13	16	19	18	19	6.7%	8.0%	9.5%	9.0%	9.6%
Elementary (1-4)	81	88	83	84	84	41.8%	44.0%	41.5%	41.8%	42.4%
Middle School (5-6)	17	17	17	18	21	8.8%	8.5%	8.5%	9.0%	10.6%
Jr. High (7-8)	14	9	10	13	10	7.2%	4.5%	5.0%	6.5%	5.1%
High School (9-12)	50	49	49	45	42	25.8%	24.5%	24.5%	22.4%	21.2%
Business	2	2	2	1	2	4.0%	4.1%	4.1%	2.2%	4.8%
Language Arts	6	5	5	6	5	12.0%	10.2%	10.2%	13.3%	11.9%
Social Studies	5	5	5	4	4	10.0%	10.2%	10.2%	8.9%	9.5%
Foreign Language	2	2	1	1	1	4.0%	4.1%	2.0%	2.2%	2.4%
Mathematics	5	5	5	5	4	10.0%	10.2%	10.2%	11.1%	9.5%
Science	4	4	4	4	4	8.0%	8.2%	8.2%	8.9%	9.5%
Vocational Education	13	12	11	11	10	26.0%	24.5%	22.4%	24.4%	23.8%
Other High School	13	14	16	13	12	26.0%	28.6%	32.7%	28.9%	28.6%

Total Enrollments	3,123	3,051	2,990	2,877	2,868	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	279	252	233	212	221	8.9%	8.3%	7.8%	7.4%	7.7%
Grades 1-4	936	942	967	933	934	30.0%	30.9%	32.3%	32.4%	32.6%
Grades 5-6	444	474	432	425	444	14.2%	15.5%	14.4%	14.8%	15.5%
Grades 7-8	445	428	446	450	442	14.2%	14.0%	14.9%	15.6%	15.4%
Grades 9-12	957	914	879	830	807	30.6%	30.0%	29.4%	28.8%	28.1%
Ungraded	62	41	33	27	20	2.0%	1.3%	1.1%	0.9%	0.7%



District Report for: SCOTT COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	9	9	9	8	4.1%	4.0%	4.0%	4.1%	3.7%
White - Females	4	3	3	3	3	44.4%	33.3%	33.3%	33.3%	37.5%
White - Males	5	6	6	6	5	55.6%	66.7%	66.7%	66.7%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	22	23	23	22	22	10.0%	10.2%	10.3%	10.0%	10.3%
White - Females	14	13	14	15	16	63.6%	56.5%	60.9%	68.2%	72.7%
White - Males	8	10	9	7	6	36.4%	43.5%	39.1%	31.8%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	194	191	190	184	86.0%	85.8%	85.7%	86.0%	86.0%
White - Females	138	140	136	140	137	72.6%	72.2%	71.2%	73.7%	74.5%
White - Males	50	52	54	50	47	26.3%	26.8%	28.3%	26.3%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	0	0	0.0%	0.0%	0.5%	0.0%	0.0%
Other - Females	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	5	2	3	3	3.5%	2.9%	1.2%	1.9%	1.9%
25-29	29	24	25	19	19	16.8%	14.1%	15.4%	11.9%	12.1%
30-34	20	21	17	21	23	11.6%	12.4%	10.5%	13.2%	14.6%
35-39	15	22	19	20	18	8.7%	12.9%	11.7%	12.6%	11.5%
40-45	25	17	19	16	16	14.5%	10.0%	11.7%	10.1%	10.2%
45-49	40	39	37	30	27	23.1%	22.9%	22.8%	18.9%	17.2%
50-54	11	16	21	31	34	6.4%	9.4%	13.0%	19.5%	21.7%
55+	27	26	22	19	17	15.6%	15.3%	13.6%	11.9%	10.8%
Average Age	41.9	42.2	42.6	42.7	43.0					

Experience Distribution

Teachers by Experience

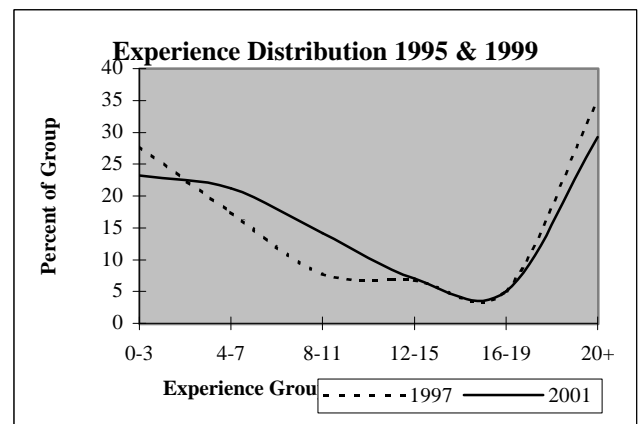
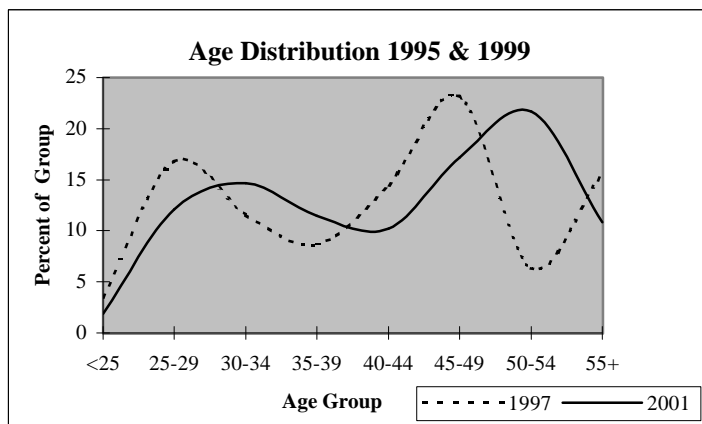
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	54	57	57	53	46	27.8%	28.5%	28.5%	26.4%	23.2%
4-7 Years	34	39	32	39	42	17.5%	19.5%	16.0%	19.4%	21.2%
8-11 Years	15	17	28	25	28	7.7%	8.5%	14.0%	12.4%	14.1%
12-15 Years	13	9	8	12	14	6.7%	4.5%	4.0%	6.0%	7.1%
16-19 Years	10	13	9	11	10	5.2%	6.5%	4.5%	5.5%	5.1%
20+ Years	68	65	66	61	58	35.1%	32.5%	33.0%	30.3%	29.3%
Average Experience	13.3	13.2	13.0	12.7	12.9					

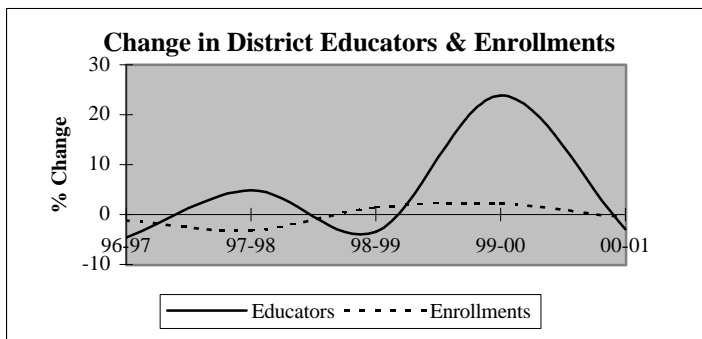
District Report for: SCOTT COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	15	17	18	16	-	6.7%	7.3%	7.8%	6.9%	-
Attrition from Transfers	6	3	5	2	-	2.7%	1.3%	2.2%	0.9%	-
Attrition from Exits	9	14	13	14	-	4.0%	6.0%	5.6%	6.0%	-
Teacher Attrition	12	16	17	14	-	6.2%	8.0%	8.5%	7.0%	-
Attrition from Transfers	6	3	5	2	-	3.1%	1.5%	2.5%	1.0%	-
Attrition from Exits	6	13	12	12	-	3.1%	6.5%	6.0%	6.0%	-
District Retention										
Educator Retention	210	215	214	216	-	93.3%	92.7%	92.2%	93.1%	-
Teacher Retention	182	184	183	187	-	93.8%	92.0%	91.5%	93.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.2%	7.4%	12.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	91.3%	2.9%	5.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.6%	7.8%	1.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.2%	3.3%	6.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.9%	2.0%	2.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.7%	6.3%	2.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	13.6%	17.0%	19.1%	20.3%	21.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.9%	11.3%	13.7%	13.8%	12.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.7%	1.7%	0.4%	0.4%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.6%	90.5%	92.2%	92.2%	93.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.0%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.8%	7.8%	6.9%	7.3%	5.7%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.0	13.8	14.5	12.0	12.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	16.5	17.4	13.9	14.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	4	-3	20	-3	-	-	-	-	-
% Change in Educators	-4.6%	4.8%	-3.4%	23.8%	-2.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-14	-40	17	26	-8	-	-	-	-	-
% Change in Enrollment:	-1.1%	-3.2%	1.4%	2.1%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.2%	0.0%	0.0%	0.0%	3.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	4.6%	4.8%	3.8%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.3%	11.5%	11.9%	9.6%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.1	38.9	39.8	39.4	40.6	43.3	43.5	43.6	43.7	43.9
Average Experience	12.0	11.4	12.3	10.6	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,805	29,931	31,617	32,028	33,848	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.9%	78.1%	81.4%	82.2%	80.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.4%	6.8%	8.6%	7.8%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.4%	na	0.2%	0.3%	0.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.0%	0.0%	0.1%	0.1%	1.7%	1.6%	1.8%	1.8%	1.8%

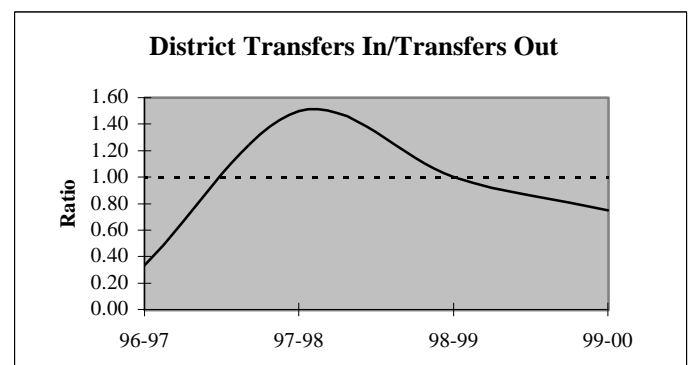
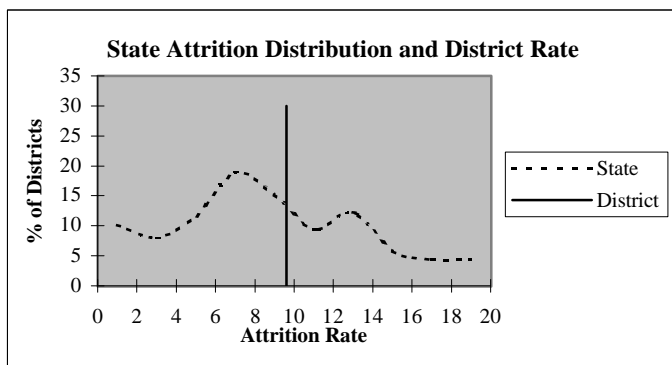
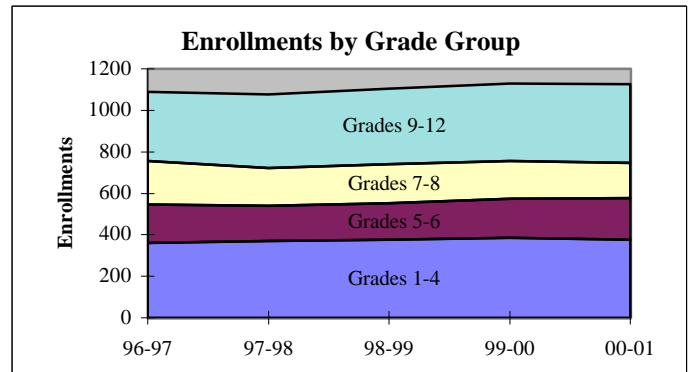
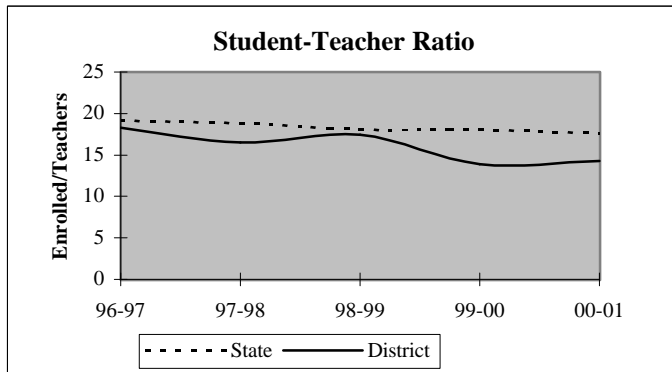
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	83	87	84	104	101	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	78	72	75	80	94	94.0%	82.8%	89.3%	76.9%	93.1%
Newly Hired	5	15	9	24	7	6.0%	17.2%	10.7%	23.1%	6.9%
Transfers In	1	3	1	3	2	20.0%	20.0%	11.1%	12.5%	28.6%
Reentrants	1	3	3	6	1	20.0%	20.0%	33.3%	25.0%	14.3%
First Time Educators	3	9	5	15	4	60.0%	60.0%	55.6%	62.5%	57.1%
Total Exiting Next Year	11	12	4	10	-	13.3%	13.8%	4.8%	9.6%	-
Transfers Out	3	2	1	4	-	27.3%	16.7%	25.0%	40.0%	-
Leave Tennessee Educ.	8	10	3	6	-	72.7%	83.3%	75.0%	60.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	13.3%	13.8%	4.8%	9.6%	-
Transfers In/Out	0.33	1.50	1.00	0.75	-

District Report for: ONEIDA

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	83	87	84	104	101	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.6%	4.8%	3.8%	4.0%
Professional Staff	11	10	10	10	10	13.3%	11.5%	11.9%	9.6%	9.9%
Total Teachers	68	73	70	90	87	81.9%	83.9%	83.3%	86.5%	86.1%
Special Education	5	5	6	7	8	7.4%	6.8%	8.6%	7.8%	9.2%
Pre-K & Kindergarten	7	7	7	9	9	10.3%	9.6%	10.0%	10.0%	10.3%
Elementary (1-4)	21	23	23	30	28	30.9%	31.5%	32.9%	33.3%	32.2%
Middle School (5-6)	8	8	8	10	9	11.8%	11.0%	11.4%	11.1%	10.3%
Jr. High (7-8)	8	9	8	10	9	11.8%	12.3%	11.4%	11.1%	10.3%
High School (9-12)	19	21	18	24	24	27.9%	28.8%	25.7%	26.7%	27.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	4	4	15.8%	19.0%	16.7%	16.7%	16.7%
Social Studies	2	3	2	3	2	10.5%	14.3%	11.1%	12.5%	8.3%
Foreign Language	1	1	1	1	1	5.3%	4.8%	5.6%	4.2%	4.2%
Mathematics	2	3	2	4	2	10.5%	14.3%	11.1%	16.7%	8.3%
Science	3	4	2	3	4	15.8%	19.0%	11.1%	12.5%	16.7%
Vocational Education	3	3	3	3	4	15.8%	14.3%	16.7%	12.5%	16.7%
Other High School	5	3	5	6	7	26.3%	14.3%	27.8%	25.0%	29.2%

Total Enrollments	1,244	1,204	1,221	1,247	1,239	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	153	126	115	118	112	12.3%	10.5%	9.4%	9.5%	9.0%
Grades 1-4	361	370	375	386	376	29.0%	30.7%	30.7%	31.0%	30.3%
Grades 5-6	184	169	178	189	200	14.8%	14.0%	14.6%	15.2%	16.1%
Grades 7-8	210	182	186	182	171	16.9%	15.1%	15.2%	14.6%	13.8%
Grades 9-12	334	357	366	371	379	26.8%	29.7%	30.0%	29.8%	30.6%
Ungraded	2	0	1	1	1	0.2%	0.0%	0.1%	0.1%	0.1%



District Report for: ONEIDA

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	4	4	4	4.9%	4.7%	4.8%	3.9%	4.0%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	10	10	10	10	13.6%	11.8%	12.0%	9.7%	10.1%
White - Females	9	7	8	7	8	81.8%	70.0%	80.0%	70.0%	80.0%
White - Males	2	3	2	3	2	18.2%	30.0%	20.0%	30.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	66	71	69	89	85	81.5%	83.5%	83.1%	86.4%	85.9%
White - Females	51	56	56	73	69	77.3%	78.9%	81.2%	82.0%	81.2%
White - Males	15	15	13	16	16	22.7%	21.1%	18.8%	18.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	1	6	1	4.7%	6.0%	1.6%	7.8%	1.4%
25-29	9	14	13	14	13	14.1%	20.9%	20.6%	18.2%	18.1%
30-34	14	10	10	11	11	21.9%	14.9%	15.9%	14.3%	15.3%
35-39	8	5	5	9	10	12.5%	7.5%	7.9%	11.7%	13.9%
40-45	10	12	12	11	11	15.6%	17.9%	19.0%	14.3%	15.3%
45-49	8	10	9	9	9	12.5%	14.9%	14.3%	11.7%	12.5%
50-54	7	8	6	9	9	10.9%	11.9%	9.5%	11.7%	12.5%
55+	5	4	7	8	8	7.8%	6.0%	11.1%	10.4%	11.1%
Average Age	39.1	38.9	39.8	39.4	40.6					

Experience Distribution

Teachers by Experience

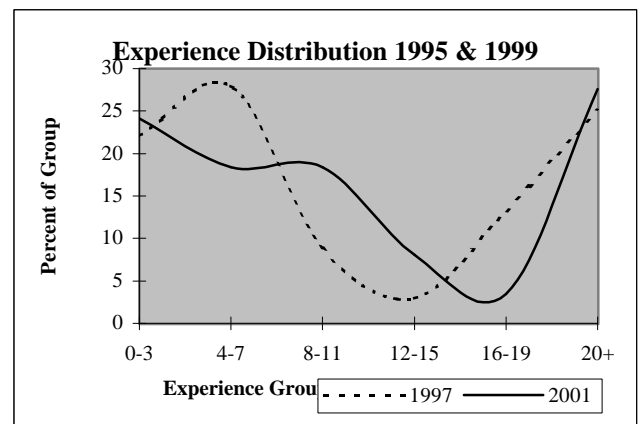
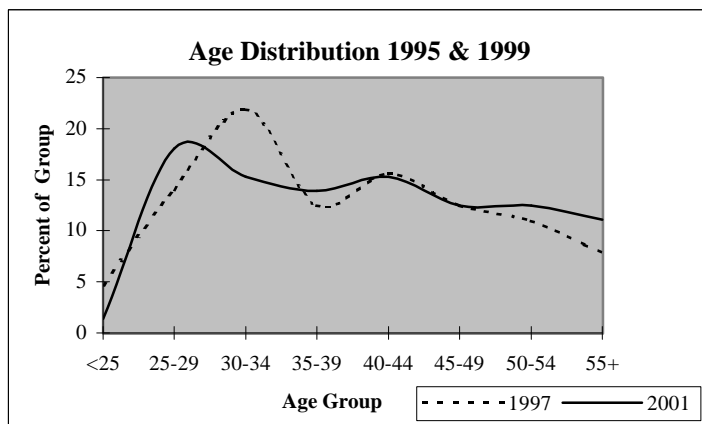
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	15	23	16	30	21	22.1%	31.5%	22.9%	33.3%	24.1%
4-7 Years	19	13	15	15	16	27.9%	17.8%	21.4%	16.7%	18.4%
8-11 Years	6	5	7	14	16	8.8%	6.8%	10.0%	15.6%	18.4%
12-15 Years	2	6	6	4	7	2.9%	8.2%	8.6%	4.4%	8.0%
16-19 Years	9	10	8	6	3	13.2%	13.7%	11.4%	6.7%	3.4%
20+ Years	17	16	18	21	24	25.0%	21.9%	25.7%	23.3%	27.6%
Average Experience	12.0	11.4	12.3	10.6	11.9					

District Report for: ONEIDA

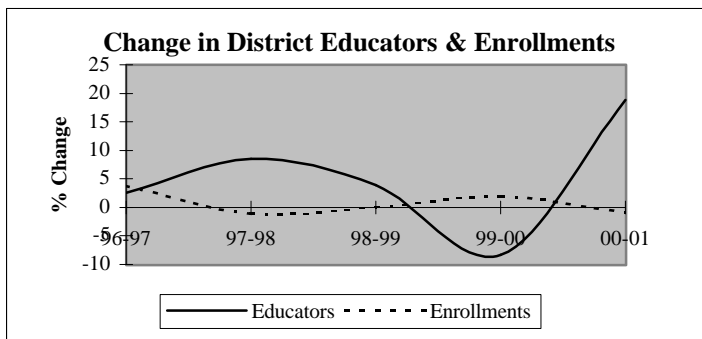
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	12	4	10	-	13.3%	13.8%	4.8%	9.6%	-
Attrition from Transfers	3	2	1	4	-	3.6%	2.3%	1.2%	3.8%	-
Attrition from Exits	8	10	3	6	-	9.6%	11.5%	3.6%	5.8%	-
Teacher Attrition	10	11	3	8	-	14.7%	15.1%	4.3%	8.9%	-
Attrition from Transfers	3	2	1	4	-	4.4%	2.7%	1.4%	4.4%	-
Attrition from Exits	7	9	2	4	-	10.3%	12.3%	2.9%	4.4%	-
District Retention										
Educator Retention	72	75	80	94	-	86.7%	86.2%	95.2%	90.4%	-
Teacher Retention	58	62	67	82	-	85.3%	84.9%	95.7%	91.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	54.5%	21.2%	24.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	87.5%	4.2%	8.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	95.2%	4.8%	0.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	79.2%	4.2%	16.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	100.0%	0.0%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	90.5%	0.0%	9.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.7%	16.3%	19.6%	16.3%	16.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	11.2%	13.1%	9.6%	9.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.2%	86.2%	90.5%	79.8%	95.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.8%	13.8%	9.5%	20.2%	5.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: SEQUATCHIE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.1	14.7	14.1	15.7	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.4	17.7	17.3	18.8	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	10	5	-11	23	-	-	-	-	-
% Change in Educators	2.6%	8.5%	3.9%	-8.3%	18.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	70	-22	0	35	-17	-	-	-	-	-
% Change in Enrollment:	3.8%	-1.2%	0.0%	1.9%	-0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	1.6%	0.8%	0.0%	9.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	5.5%	5.3%	4.9%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	12.7%	11.7%	12.8%	11.5%	13.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	42.9%	57.1%	50.0%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	42.5	41.2	41.7	40.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	12.3	11.3	11.5	10.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,263	28,701	29,453	30,937	29,866	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.5%	75.5%	74.3%	75.5%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	22.4%	21.7%	19.3%	22.5%	18.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.6%	na	0.1%	0.4%	0.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	2.4%	1.0%	2.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

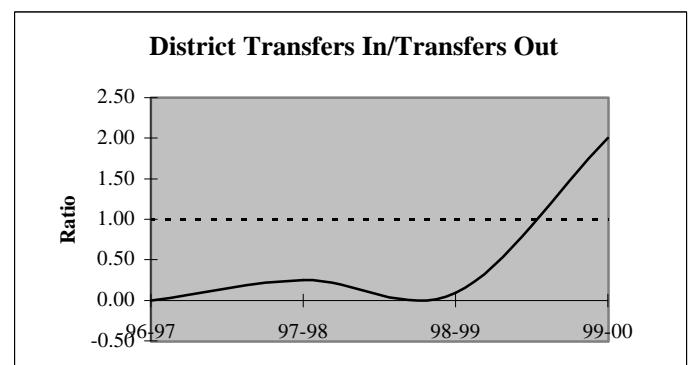
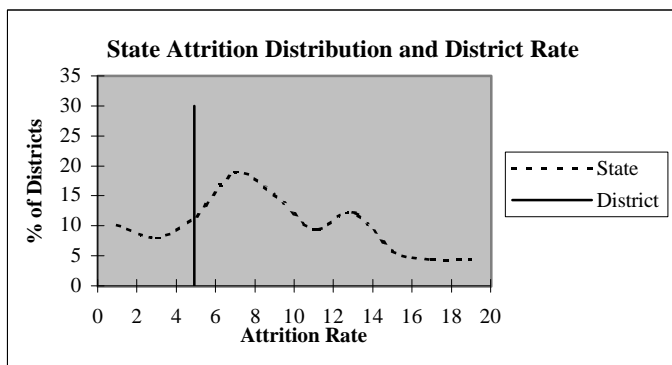
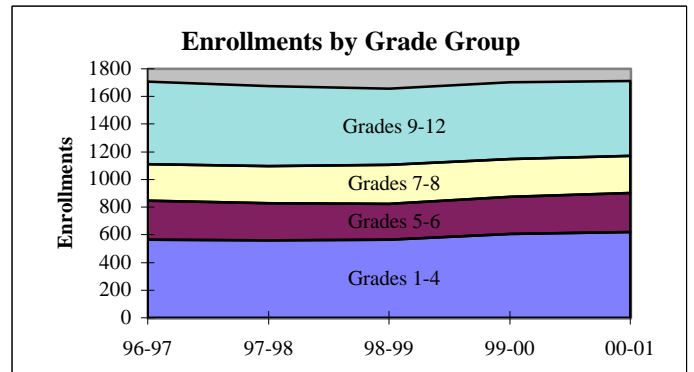
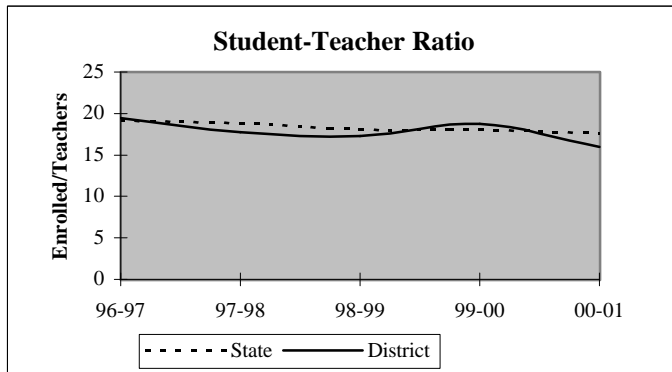
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	118	128	133	122	145	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	109	108	109	102	116	92.4%	84.4%	82.0%	83.6%	80.0%
Newly Hired	9	20	24	20	29	7.6%	15.6%	18.0%	16.4%	20.0%
Transfers In	0	1	1	2	3	0.0%	5.0%	4.2%	10.0%	10.3%
Reentrants	5	5	4	9	11	55.6%	25.0%	16.7%	45.0%	37.9%
First Time Educators	4	14	19	9	15	44.4%	70.0%	79.2%	45.0%	51.7%
Total Exiting Next Year	10	19	31	6	-	8.5%	14.8%	23.3%	4.9%	-
Transfers Out	5	4	11	1	-	50.0%	21.1%	35.5%	16.7%	-
Leave Tennessee Educ.	5	15	20	5	-	50.0%	78.9%	64.5%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	14.8%	23.3%	4.9%	-
Transfers In/Out	0.00	0.25	0.09	2.00	-

District Report for: SEQUATCHIE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	118	128	133	122	145	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	7	7	6	7	4.2%	5.5%	5.3%	4.9%	4.8%
Professional Staff	15	15	17	14	19	12.7%	11.7%	12.8%	11.5%	13.1%
Total Teachers	98	106	109	102	119	83.1%	82.8%	82.0%	83.6%	82.1%
Special Education	22	23	21	23	22	22.4%	21.7%	19.3%	22.5%	18.5%
Pre-K & Kindergarten	6	7	8	7	8	6.1%	6.6%	7.3%	6.9%	6.7%
Elementary (1-4)	29	32	36	35	41	29.6%	30.2%	33.0%	34.3%	34.5%
Middle School (5-6)	9	10	10	10	13	9.2%	9.4%	9.2%	9.8%	10.9%
Jr. High (7-8)	11	10	10	8	9	11.2%	9.4%	9.2%	7.8%	7.6%
High School (9-12)	21	24	24	19	26	21.4%	22.6%	22.0%	18.6%	21.8%
Business	2	2	2	2	2	9.5%	8.3%	8.3%	10.5%	7.7%
Language Arts	4	4	5	3	5	19.0%	16.7%	20.8%	15.8%	19.2%
Social Studies	3	2	3	2	4	14.3%	8.3%	12.5%	10.5%	15.4%
Foreign Language	1	1	1	0	1	4.8%	4.2%	4.2%	0.0%	3.8%
Mathematics	2	4	4	4	5	9.5%	16.7%	16.7%	21.1%	19.2%
Science	3	3	3	3	4	14.3%	12.5%	12.5%	15.8%	15.4%
Vocational Education	1	1	1	1	2	4.8%	4.2%	4.2%	5.3%	7.7%
Other High School	5	7	5	4	3	23.8%	29.2%	20.8%	21.1%	11.5%

Total Enrollments	1,903	1,881	1,881	1,916	1,899	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	157	160	172	161	152	8.3%	8.5%	9.1%	8.4%	8.0%
Grades 1-4	564	562	566	604	622	29.6%	29.9%	30.1%	31.5%	32.8%
Grades 5-6	284	266	257	270	279	14.9%	14.1%	13.7%	14.1%	14.7%
Grades 7-8	262	268	281	275	269	13.8%	14.2%	14.9%	14.4%	14.2%
Grades 9-12	598	580	552	556	544	31.4%	30.8%	29.3%	29.0%	28.6%
Ungraded	38	45	53	50	33	2.0%	2.4%	2.8%	2.6%	1.7%



District Report for: SEQUATCHIE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	7	7	6	7	4.3%	5.7%	5.5%	5.2%	5.1%
White - Females	1	3	4	3	4	20.0%	42.9%	57.1%	50.0%	57.1%
White - Males	4	4	3	3	3	80.0%	57.1%	42.9%	50.0%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	15	16	12	16	12.9%	12.2%	12.5%	10.4%	11.8%
White - Females	12	12	13	9	13	80.0%	80.0%	81.3%	75.0%	81.3%
White - Males	3	3	3	3	3	20.0%	20.0%	18.8%	25.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	96	101	105	97	113	82.8%	82.1%	82.0%	84.3%	83.1%
White - Females	75	80	81	77	87	78.1%	79.2%	77.1%	79.4%	77.0%
White - Males	21	21	24	20	25	21.9%	20.8%	22.9%	20.6%	22.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	5	9	5	3	2.2%	5.4%	9.3%	5.6%	3.0%
25-29	13	12	10	10	19	14.1%	12.9%	10.3%	11.2%	19.2%
30-34	6	8	12	12	14	6.5%	8.6%	12.4%	13.5%	14.1%
35-39	11	12	11	10	10	12.0%	12.9%	11.3%	11.2%	10.1%
40-45	18	13	12	13	12	19.6%	14.0%	12.4%	14.6%	12.1%
45-49	15	14	14	10	12	16.3%	15.1%	14.4%	11.2%	12.1%
50-54	15	18	20	20	16	16.3%	19.4%	20.6%	22.5%	16.2%
55+	12	11	9	9	13	13.0%	11.8%	9.3%	10.1%	13.1%
Average Age	43.1	42.5	41.2	41.7	40.8					

Experience Distribution

Teachers by Experience

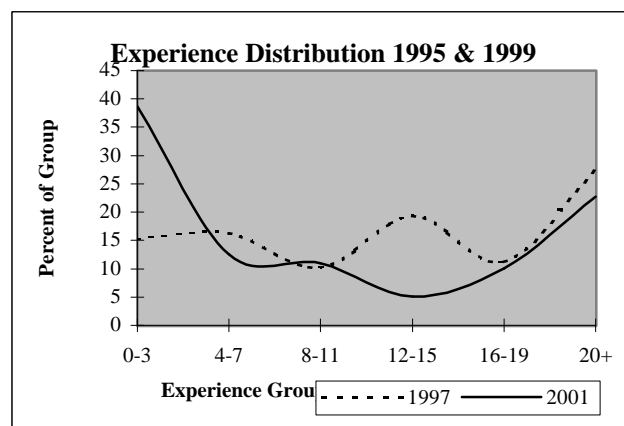
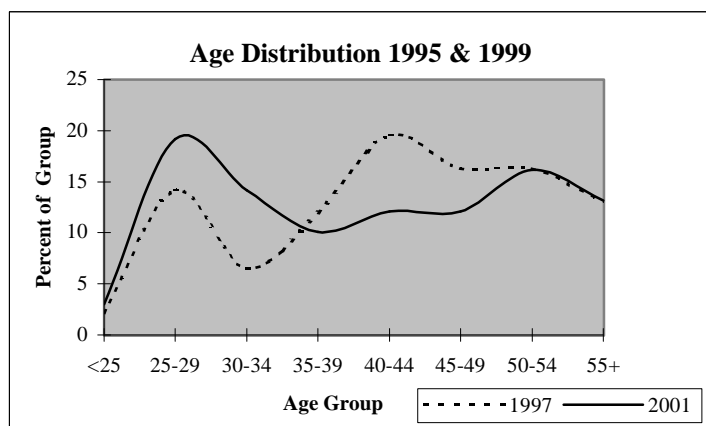
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	15	24	36	32	46	15.3%	22.6%	33.0%	31.4%	38.7%
4-7 Years	16	16	10	12	15	16.3%	15.1%	9.2%	11.8%	12.6%
8-11 Years	10	11	12	12	13	10.2%	10.4%	11.0%	11.8%	10.9%
12-15 Years	19	15	13	11	6	19.4%	14.2%	11.9%	10.8%	5.0%
16-19 Years	11	8	9	8	12	11.2%	7.5%	8.3%	7.8%	10.1%
20+ Years	27	32	29	27	27	27.6%	30.2%	26.6%	26.5%	22.7%
Average Experience	13.3	12.3	11.3	11.5	10.3					

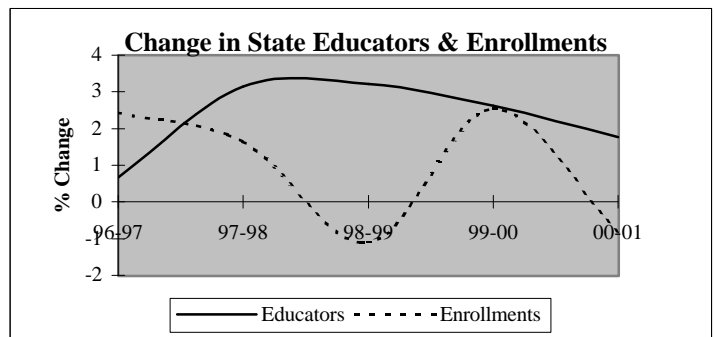
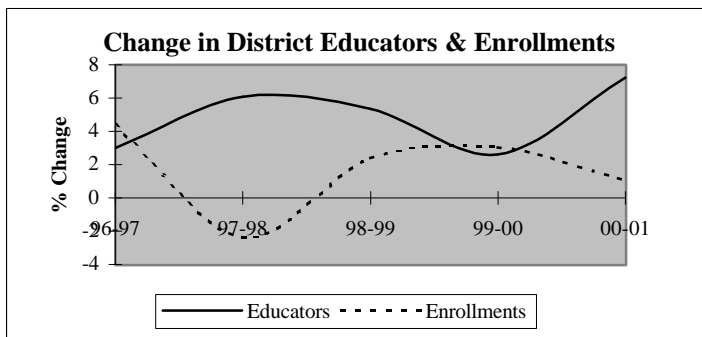
District Report for: SEQUATCHIE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	10	19	31	6	-	8.5%	14.8%	23.3%	4.9%	-
Attrition from Transfers	5	4	11	1	-	4.2%	3.1%	8.3%	0.8%	-
Attrition from Exits	5	15	20	5	-	4.2%	11.7%	15.0%	4.1%	-
Teacher Attrition	9	17	26	6	-	9.2%	16.0%	23.9%	5.9%	-
Attrition from Transfers	4	3	10	1	-	4.1%	2.8%	9.2%	1.0%	-
Attrition from Exits	5	14	16	5	-	5.1%	13.2%	14.7%	4.9%	-
District Retention										
Educator Retention	108	109	102	116	-	91.5%	85.2%	76.7%	95.1%	-
Teacher Retention	89	89	83	96	-	90.8%	84.0%	76.1%	94.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.0%	10.0%	10.0%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	64.5%	9.7%	25.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	78.3%	4.3%	17.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	89.5%	0.0%	10.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	64.7%	11.8%	23.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.1%	0.0%	5.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.6%	16.5%	26.1%	27.0%	28.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	12.9%	20.0%	18.0%	15.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	2.3%	0.0%	1.6%	2.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.4%	82.8%	82.7%	82.8%	78.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.6%	14.8%	17.3%	15.6%	18.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators

Supply & Demand Indicators

	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Student to Educator Ratio	17.5	16.1	15.7	15.7	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.4	18.8	18.3	18.6	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	21	44	41	21	60	-	-	-	-	-
% Change in Educators	3.0%	6.1%	5.3%	2.6%	7.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	531	-303	294	385	136	-	-	-	-	-
% Change in Enrollment:	4.4%	-2.4%	2.4%	3.0%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	1.2%	0.9%	0.4%	6.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	5.2%	5.2%	5.4%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.4%	9.0%	9.3%	9.9%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.1%	0.1%	0.1%	0.1%	0.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	28.6%	30.0%	38.1%	42.2%	46.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.1	41.3	41.7	42.0	42.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.2	12.0	12.2	12.3	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	33,704	34,013	35,353	36,595	35,692	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.2%	0.2%	0.1%	0.1%	0.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.0%	75.8%	76.4%	75.1%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.5%	11.7%	11.7%	10.7%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.2%	na	1.4%	1.7%	2.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.4%	1.4%	1.2%	1.4%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	723	767	808	829	889	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	648	682	732	751	781	89.6%	88.9%	90.6%	90.6%	87.9%
Newly Hired	75	85	76	78	108	10.4%	11.1%	9.4%	9.4%	12.1%
Transfers In	3	10	11	11	23	4.0%	11.8%	14.5%	14.1%	21.3%
Reentrants	48	29	32	23	39	64.0%	34.1%	42.1%	29.5%	36.1%
First Time Educators	24	46	33	44	46	32.0%	54.1%	43.4%	56.4%	42.6%
Total Exiting Next Year	41	35	57	48	-	5.7%	4.6%	7.1%	5.8%	-
Transfers Out	6	7	2	3	-	14.6%	20.0%	3.5%	6.3%	-
Leave Tennessee Educ.	35	28	55	45	-	85.4%	80.0%	96.5%	93.8%	-

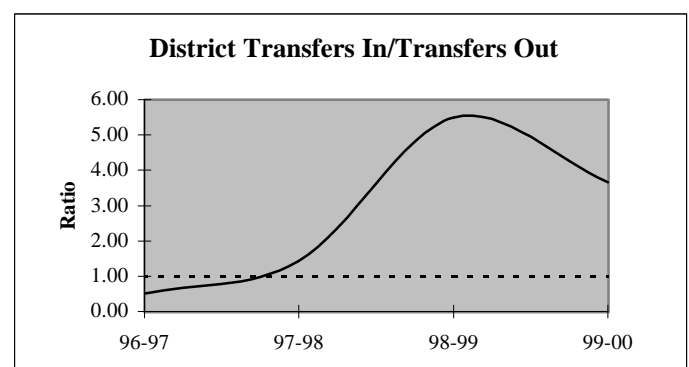
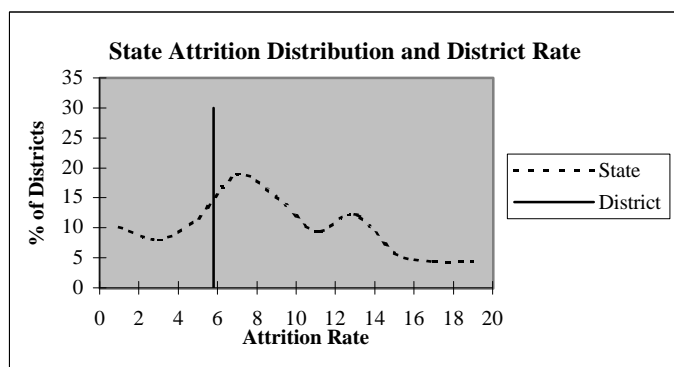
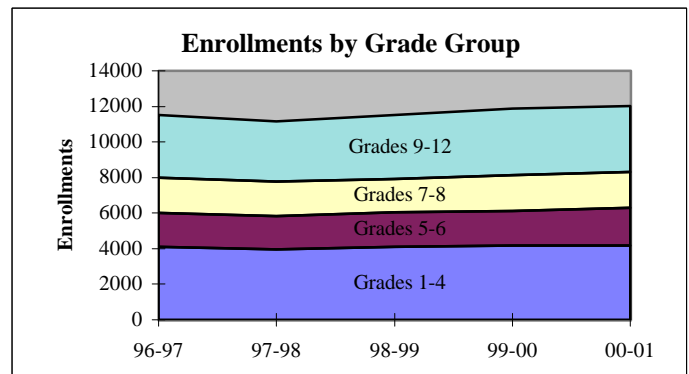
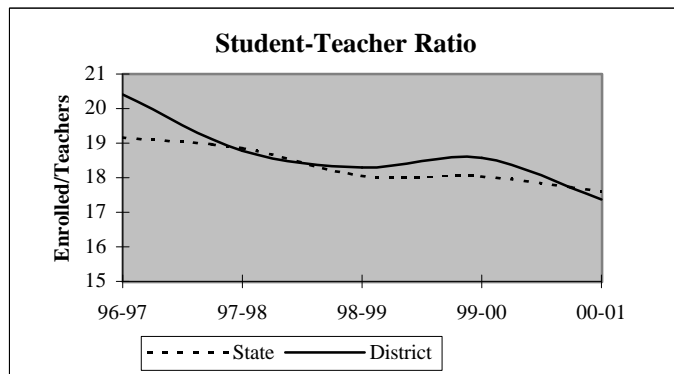
Dynamics Rates

	District Rates				
District Attrition	5.7%	4.6%	7.1%	5.8%	-
Transfers In/Out	0.50	1.43	5.50	3.67	-

District Report for: SEVIER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	723	767	808	829	889	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	35	40	42	45	47	4.8%	5.2%	5.2%	5.4%	5.3%
Professional Staff	68	69	75	82	84	9.4%	9.0%	9.3%	9.9%	9.4%
Total Teachers	620	658	691	702	758	85.8%	85.8%	85.5%	84.7%	85.3%
Special Education	71	77	81	75	88	11.5%	11.7%	11.7%	10.7%	11.6%
Pre-K & Kindergarten	44	48	53	54	52	7.1%	7.3%	7.7%	7.7%	6.9%
Elementary (1-4)	201	217	234	237	260	32.4%	33.0%	33.9%	33.8%	34.3%
Middle School (5-6)	68	72	74	75	85	11.0%	10.9%	10.7%	10.7%	11.2%
Jr. High (7-8)	76	74	82	81	81	12.3%	11.2%	11.9%	11.5%	10.7%
High School (9-12)	160	170	167	180	192	25.8%	25.8%	24.2%	25.6%	25.3%
Business	6	7	8	9	6	3.8%	4.1%	4.8%	5.0%	3.1%
Language Arts	20	22	22	27	26	12.5%	12.9%	13.2%	15.0%	13.5%
Social Studies	15	19	21	23	24	9.4%	11.2%	12.6%	12.8%	12.5%
Foreign Language	8	8	7	10	10	5.0%	4.7%	4.2%	5.6%	5.2%
Mathematics	19	16	18	20	26	11.9%	9.4%	10.8%	11.1%	13.5%
Science	16	14	13	16	19	10.0%	8.2%	7.8%	8.9%	9.9%
Vocational Education	30	33	32	33	35	18.8%	19.4%	19.2%	18.3%	18.2%
Other High School	46	51	46	42	46	28.8%	30.0%	27.5%	23.3%	24.0%

Total Enrollments	12,658	12,355	12,649	13,034	13,170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	946	1,013	969	977	974	7.5%	8.2%	7.7%	7.5%	7.4%
Grades 1-4	4,088	3,948	4,091	4,159	4,166	32.3%	32.0%	32.3%	31.9%	31.6%
Grades 5-6	1,912	1,891	1,944	1,954	2,121	15.1%	15.3%	15.4%	15.0%	16.1%
Grades 7-8	1,980	1,919	1,885	2,016	2,044	15.6%	15.5%	14.9%	15.5%	15.5%
Grades 9-12	3,529	3,411	3,592	3,741	3,689	27.9%	27.6%	28.4%	28.7%	28.0%
Ungraded	203	173	168	187	176	1.6%	1.4%	1.3%	1.4%	1.3%



District Report for: SEVIER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	34	39	41	44	46	4.8%	5.2%	5.2%	5.5%	5.3%
White - Females	10	12	16	19	22	29.4%	30.8%	39.0%	43.2%	47.8%
White - Males	24	27	25	25	24	70.6%	69.2%	61.0%	56.8%	52.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	68	68	73	81	82	9.6%	9.1%	9.3%	10.1%	9.5%
White - Females	48	47	49	56	60	70.6%	69.1%	67.1%	69.1%	73.2%
White - Males	20	21	24	25	22	29.4%	30.9%	32.9%	30.9%	26.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	605	638	669	679	733	85.6%	85.6%	85.4%	84.5%	85.1%
White - Females	457	491	519	518	563	75.5%	77.0%	77.6%	76.3%	76.8%
White - Males	147	146	149	160	169	24.3%	22.9%	22.3%	23.6%	23.1%
Black - Females	1	1	1	1	1	0.2%	0.2%	0.1%	0.1%	0.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	6	4	7	4	1.1%	1.1%	0.7%	1.2%	0.7%
25-29	68	79	77	68	73	12.7%	14.2%	13.6%	12.1%	12.7%
30-34	85	76	81	83	83	15.8%	13.7%	14.3%	14.8%	14.4%
35-39	71	76	83	85	84	13.2%	13.7%	14.6%	15.1%	14.6%
40-45	102	87	73	65	72	19.0%	15.6%	12.9%	11.6%	12.5%
45-49	92	104	109	102	100	17.1%	18.7%	19.2%	18.1%	17.3%
50-54	74	83	90	97	99	13.8%	14.9%	15.8%	17.3%	17.2%
55+	39	45	51	55	62	7.3%	8.1%	9.0%	9.8%	10.7%
Average Age	41.1	41.3	41.7	42.0	42.3					

Experience Distribution

Teachers by Experience

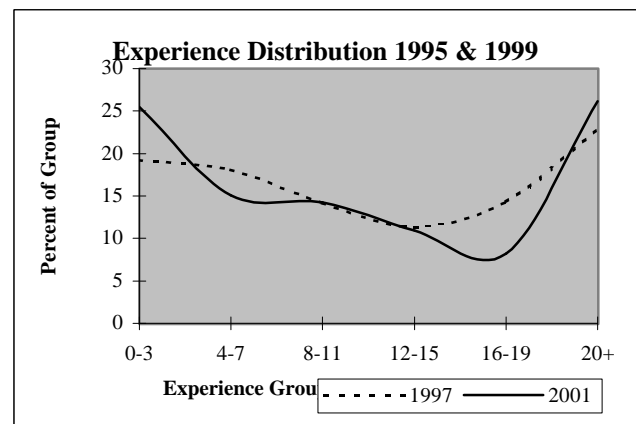
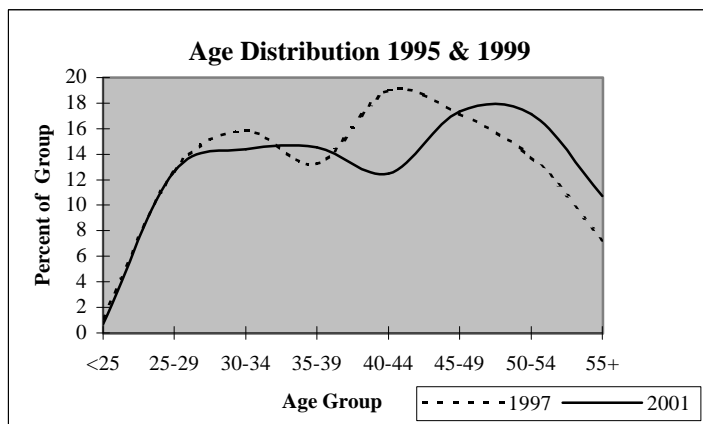
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	119	142	152	156	193	19.2%	21.6%	22.0%	22.2%	25.5%
4-7 Years	112	108	120	125	114	18.1%	16.4%	17.4%	17.8%	15.0%
8-11 Years	88	102	91	90	108	14.2%	15.5%	13.2%	12.8%	14.2%
12-15 Years	70	70	79	82	83	11.3%	10.6%	11.4%	11.7%	10.9%
16-19 Years	89	84	82	63	62	14.4%	12.8%	11.9%	9.0%	8.2%
20+ Years	142	152	167	186	198	22.9%	23.1%	24.2%	26.5%	26.1%
Average Experience	12.2	12.0	12.2	12.3	11.9					

District Report for: SEVIER COUNTY

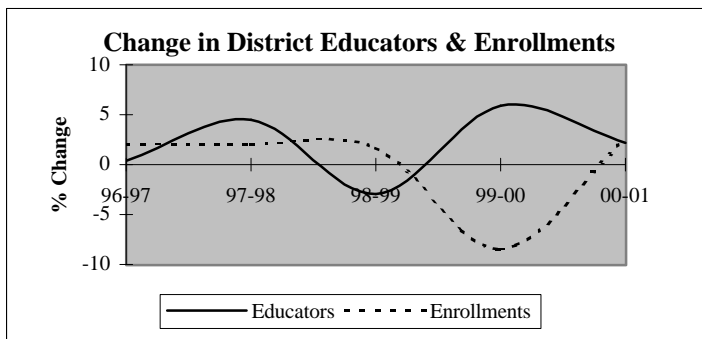
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	41	35	57	48	-	5.7%	4.6%	7.1%	5.8%	-
Attrition from Transfers	6	7	2	3	-	0.8%	0.9%	0.2%	0.4%	-
Attrition from Exits	35	28	55	45	-	4.8%	3.7%	6.8%	5.4%	-
Teacher Attrition	39	30	52	39	-	6.3%	4.6%	7.5%	5.6%	-
Attrition from Transfers	5	5	2	2	-	0.8%	0.8%	0.3%	0.3%	-
Attrition from Exits	34	25	50	37	-	5.5%	3.8%	7.2%	5.3%	-
District Retention										
Educator Retention	682	732	751	781	-	94.3%	95.4%	92.9%	94.2%	-
Teacher Retention	581	628	639	663	-	93.7%	95.4%	92.5%	94.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.5%	3.8%	15.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	91.6%	0.6%	7.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	92.9%	0.6%	6.5%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	90.1%	0.6%	9.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	92.8%	2.0%	5.2%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.8%	1.5%	3.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.0%	10.7%	13.8%	15.1%	16.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	7.6%	9.6%	7.8%	7.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.4%	1.7%	1.9%	1.4%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.5%	87.9%	89.6%	90.0%	88.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.4%	0.1%	0.5%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.1%	10.0%	8.4%	8.1%	9.7%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: SHELBY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	19.3	18.8	19.7	17.0	17.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	22.1	21.6	22.8	19.9	20.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	10	118	-81	157	62	-	-	-	-	-
% Change in Educators	0.4%	4.5%	-3.0%	5.9%	2.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	969	1,036	841	-4,434	1,242	-	-	-	-	-
% Change in Enrollment:	2.0%	2.1%	1.6%	-8.5%	2.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.5%	0.4%	0.4%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.0%	3.0%	3.1%	2.8%	2.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.8%	10.4%	11.5%	12.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	16.5%	16.3%	15.6%	15.9%	16.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	21.3%	20.0%	19.2%	20.0%	22.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	48.7%	51.8%	53.1%	51.3%	53.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.0	42.4	42.5	42.9	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.9	11.9	11.9	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	36,208	37,222	39,217	40,965	40,987	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	15.8%	15.4%	14.8%	14.9%	15.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.0%	84.2%	83.1%	82.9%	82.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.5%	9.3%	9.0%	10.0%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	24.0%	na	27.7%	23.7%	26.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	1.6%	1.2%	1.0%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

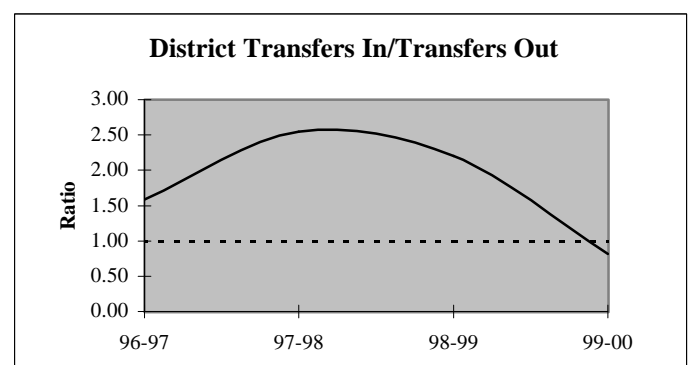
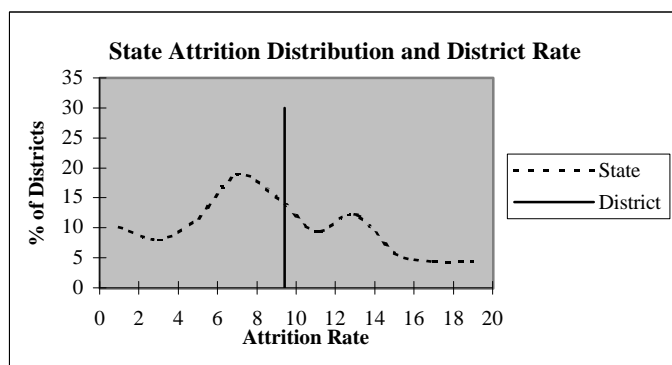
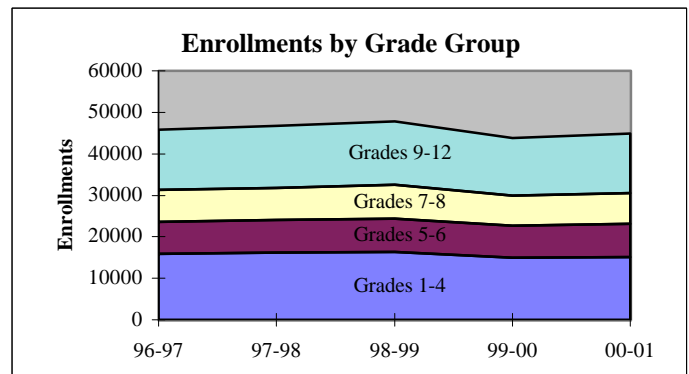
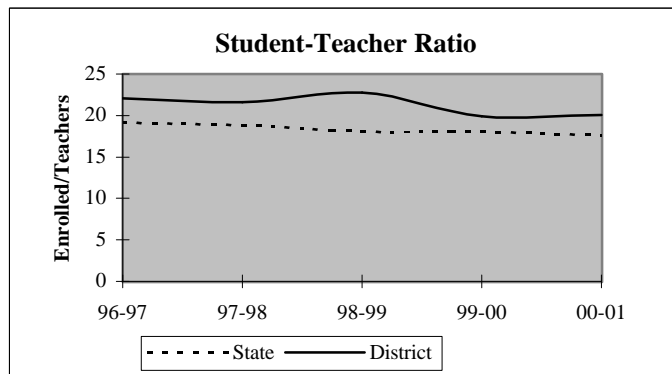
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	2,615	2,733	2,652	2,809	2,871	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2,296	2,467	2,338	2,526	2,545	87.8%	90.3%	88.2%	89.9%	88.6%
Newly Hired	319	266	314	283	326	12.2%	9.7%	11.8%	10.1%	11.4%
Transfers In	27	28	22	18	20	8.5%	10.5%	7.0%	6.4%	6.1%
Reentrants	128	101	132	108	133	40.1%	38.0%	42.0%	38.2%	40.8%
First Time Educators	164	137	160	157	173	51.4%	51.5%	51.0%	55.5%	53.1%
Total Exiting Next Year	148	395	126	264	-	5.7%	14.5%	4.8%	9.4%	-
Transfers Out	17	11	10	22	-	11.5%	2.8%	7.9%	8.3%	-
Leave Tennessee Educ.	131	384	116	242	-	88.5%	97.2%	92.1%	91.7%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.7%	14.5%	4.8%	9.4%	-
Transfers In/Out	1.59	2.55	2.20	0.82	-

District Report for: SHELBY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	2,615	2,733	2,652	2,809	2,871	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	78	83	81	78	83	3.0%	3.0%	3.1%	2.8%	2.9%
Professional Staff	255	269	276	323	345	9.8%	9.8%	10.4%	11.5%	12.0%
Total Teachers	2,282	2,381	2,295	2,408	2,443	87.3%	87.1%	86.5%	85.7%	85.1%
Special Education	193	221	206	240	244	8.5%	9.3%	9.0%	10.0%	10.0%
Pre-K & Kindergarten	165	165	158	159	163	7.2%	6.9%	6.9%	6.6%	6.7%
Elementary (1-4)	821	819	818	833	840	36.0%	34.4%	35.6%	34.6%	34.4%
Middle School (5-6)	267	264	262	281	289	11.7%	11.1%	11.4%	11.7%	11.8%
Jr. High (7-8)	245	246	249	248	250	10.7%	10.3%	10.8%	10.3%	10.2%
High School (9-12)	591	666	602	647	657	25.9%	28.0%	26.2%	26.9%	26.9%
Business	21	27	28	18	26	3.6%	4.1%	4.7%	2.8%	4.0%
Language Arts	91	97	103	83	110	15.4%	14.6%	17.1%	12.8%	16.7%
Social Studies	76	82	87	73	92	12.9%	12.3%	14.5%	11.3%	14.0%
Foreign Language	44	47	54	44	58	7.4%	7.1%	9.0%	6.8%	8.8%
Mathematics	84	83	86	71	101	14.2%	12.5%	14.3%	11.0%	15.4%
Science	79	87	84	66	92	13.4%	13.1%	14.0%	10.2%	14.0%
Vocational Education	76	77	71	69	75	12.9%	11.6%	11.8%	10.7%	11.4%
Other High School	120	166	89	223	103	20.3%	24.9%	14.8%	34.5%	15.7%

Total Enrollments	50,402	51,438	52,279	47,845	49,087	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	3,931	3,916	3,952	3,525	3,644	7.8%	7.6%	7.6%	7.4%	7.4%
Grades 1-4	15,815	16,170	16,373	15,025	15,113	31.4%	31.4%	31.3%	31.4%	30.8%
Grades 5-6	7,807	7,841	8,058	7,597	7,947	15.5%	15.2%	15.4%	15.9%	16.2%
Grades 7-8	7,677	7,723	8,052	7,371	7,555	15.2%	15.0%	15.4%	15.4%	15.4%
Grades 9-12	14,536	14,987	15,386	13,849	14,320	28.8%	29.1%	29.4%	28.9%	29.2%
Ungraded	636	801	458	478	508	1.3%	1.6%	0.9%	1.0%	1.0%



District Report for: SHELBY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	75	80	78	75	80	3.0%	3.1%	3.1%	2.9%	3.0%
White - Females	30	33	34	30	31	40.0%	41.3%	43.6%	40.0%	38.8%
White - Males	29	31	29	30	31	38.7%	38.8%	37.2%	40.0%	38.8%
Black - Females	6	8	7	8	11	8.0%	10.0%	9.0%	10.7%	13.8%
Black - Males	10	8	8	7	7	13.3%	10.0%	10.3%	9.3%	8.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	241	251	258	305	325	9.8%	9.8%	10.4%	11.6%	12.1%
White - Females	165	171	181	210	231	68.5%	68.1%	70.2%	68.9%	71.1%
White - Males	26	23	22	26	25	10.8%	9.2%	8.5%	8.5%	7.7%
Black - Females	44	50	48	60	60	18.3%	19.9%	18.6%	19.7%	18.5%
Black - Males	6	7	7	9	9	2.5%	2.8%	2.7%	3.0%	2.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	2,149	2,241	2,146	2,249	2,289	87.2%	87.1%	86.5%	85.5%	85.0%
White - Females	1,539	1,617	1,539	1,615	1,636	71.6%	72.2%	71.7%	71.8%	71.5%
White - Males	270	278	289	300	300	12.6%	12.4%	13.5%	13.3%	13.1%
Black - Females	285	287	268	274	284	13.3%	12.8%	12.5%	12.2%	12.4%
Black - Males	50	53	43	47	55	2.3%	2.4%	2.0%	2.1%	2.4%
Other - Females	4	5	6	11	12	0.2%	0.2%	0.3%	0.5%	0.5%
Other - Males	1	1	1	2	2	0.0%	0.0%	0.0%	0.1%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	31	33	26	24	40	1.6%	1.7%	1.4%	1.3%	2.1%
25-29	266	254	237	233	217	13.7%	12.8%	12.6%	12.2%	11.6%
30-34	222	245	238	245	248	11.4%	12.3%	12.6%	12.8%	13.2%
35-39	237	239	228	224	197	12.2%	12.0%	12.1%	11.7%	10.5%
40-45	293	274	255	251	255	15.1%	13.8%	13.5%	13.1%	13.6%
45-49	422	405	359	344	294	21.7%	20.4%	19.0%	17.9%	15.7%
50-54	274	310	337	367	370	14.1%	15.6%	17.8%	19.1%	19.7%
55+	198	229	208	229	254	10.2%	11.5%	11.0%	11.9%	13.5%
Average Age	42.0	42.4	42.5	42.9	43.0					

Experience Distribution

Teachers by Experience

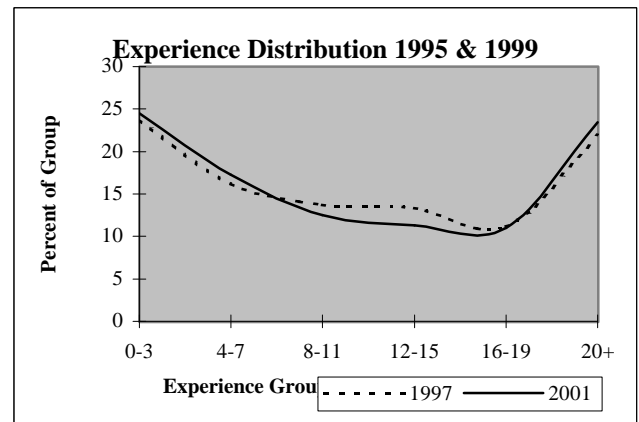
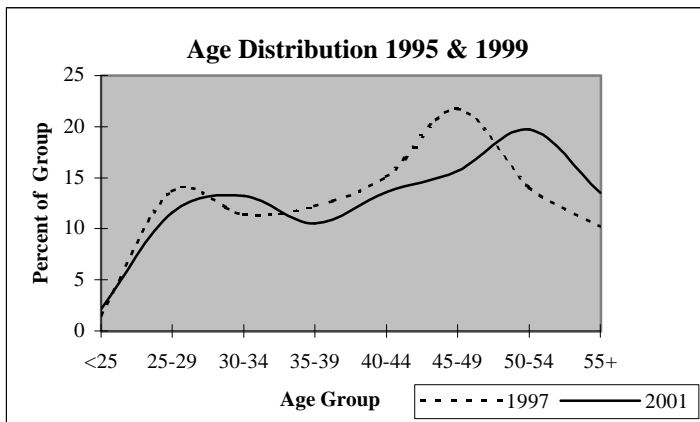
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	542	549	532	575	599	23.8%	23.1%	23.2%	23.9%	24.5%
4-7 Years	369	398	390	402	421	16.2%	16.7%	17.0%	16.7%	17.2%
8-11 Years	313	311	282	310	305	13.7%	13.1%	12.3%	12.9%	12.5%
12-15 Years	304	318	306	307	276	13.3%	13.4%	13.3%	12.8%	11.3%
16-19 Years	255	258	249	247	268	11.2%	10.8%	10.8%	10.3%	11.0%
20+ Years	499	547	536	566	573	21.9%	23.0%	23.4%	23.5%	23.5%
Average Experience	11.7	11.9	11.9	11.9	11.9					

District Report for: SHELBY COUNTY

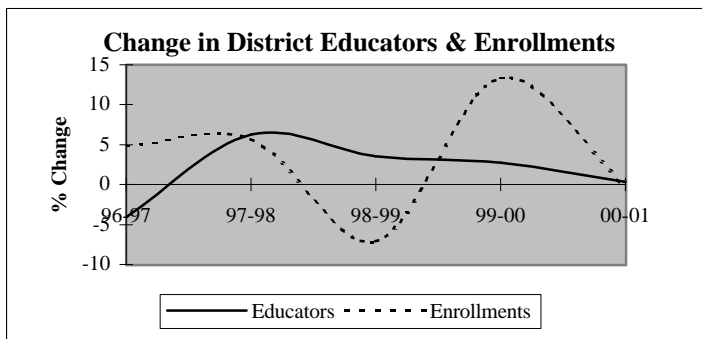
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	148	395	126	264	-	5.7%	14.5%	4.8%	9.4%	-
Attrition from Transfers	17	11	10	22	-	0.7%	0.4%	0.4%	0.8%	-
Attrition from Exits	131	384	116	242	-	5.0%	14.1%	4.4%	8.6%	-
Teacher Attrition	130	365	109	237	-	5.7%	15.3%	4.7%	9.8%	-
Attrition from Transfers	15	11	8	22	-	0.7%	0.5%	0.3%	0.9%	-
Attrition from Exits	115	354	101	215	-	5.0%	14.9%	4.4%	8.9%	-
District Retention										
Educator Retention	2,467	2,338	2,526	2,545	-	94.3%	85.5%	95.2%	90.6%	-
Teacher Retention	2,152	2,016	2,186	2,171	-	94.3%	84.7%	95.3%	90.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.7%	1.1%	17.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.8%	1.2%	15.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	85.7%	1.1%	13.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.9%	1.3%	11.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	83.2%	0.9%	15.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	84.6%	0.4%	15.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.0%	15.3%	18.3%	19.8%	19.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.4%	10.0%	11.9%	10.9%	9.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.9%	1.5%	1.3%	1.0%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.5%	89.3%	87.6%	88.9%	88.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.1%	0.0%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.5%	9.0%	11.1%	9.7%	10.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: MEMPHIS



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	18.5	18.4	16.5	18.2	18.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.1	21.0	18.7	20.6	20.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-274	408	246	197	25	-	-	-	-	-
% Change in Educators	-4.0%	6.3%	3.6%	2.8%	0.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	5,450	6,842	-9,005	15,741	-290	-	-	-	-	-
% Change in Enrollment:	4.8%	5.7%	-7.1%	13.4%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.4%	0.4%	0.3%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.3%	4.1%	4.1%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.1%	8.0%	7.9%	7.5%	7.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	49.6%	50.0%	51.1%	54.8%	56.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	67.7%	68.9%	69.9%	70.9%	74.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.6%	46.7%	47.1%	48.8%	48.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.4	45.8	46.1	45.0	45.3	43.3	43.5	43.6	43.7	43.9
Average Experience	14.9	14.8	14.7	13.0	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	39,410	39,948	42,154	42,153	42,746	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	48.9%	49.4%	50.7%	54.6%	56.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	80.7%	80.5%	79.5%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.0%	11.0%	10.9%	10.4%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	85.6%	na	87.7%	88.5%	89.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.6%	2.3%	2.2%	2.4%	2.1%	1.7%	1.6%	1.8%	1.8%	1.8%

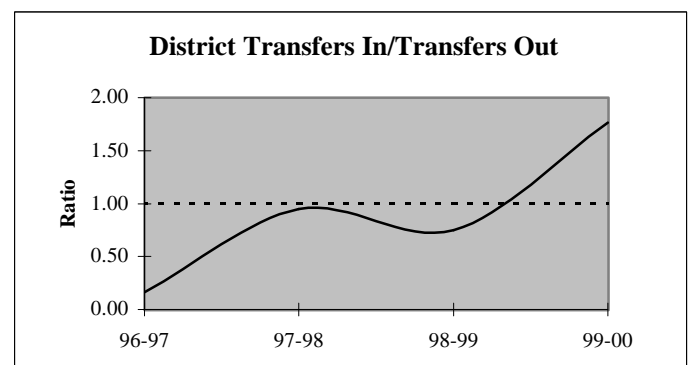
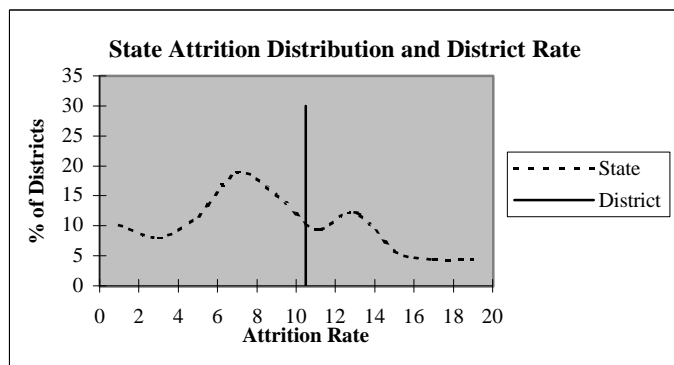
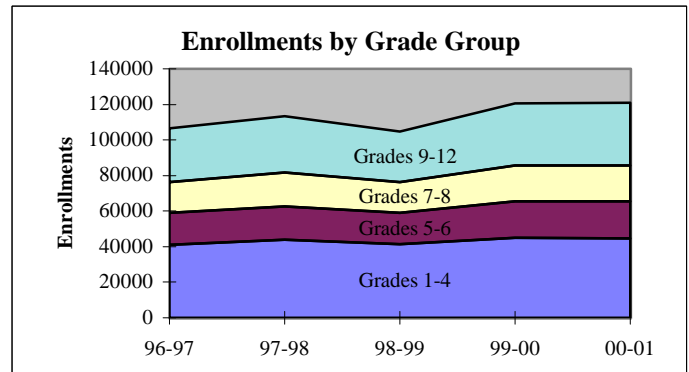
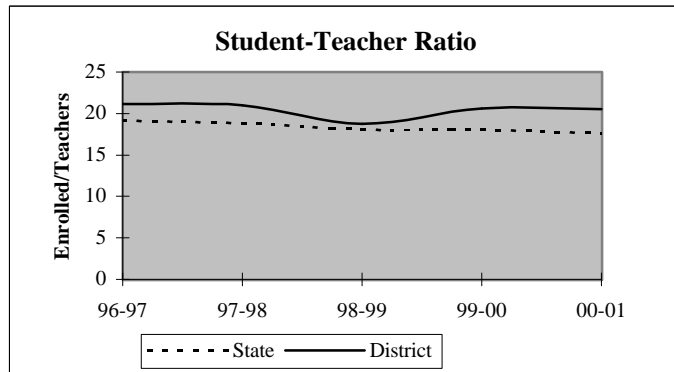
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	6,493	6,901	7,147	7,344	7,369	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5,966	6,228	6,479	5,982	6,574	91.9%	90.2%	90.7%	81.5%	89.2%
Newly Hired	527	673	668	1,362	795	8.1%	9.8%	9.3%	18.5%	10.8%
Transfers In	5	37	18	30	20	0.9%	5.5%	2.7%	2.2%	2.5%
Reentrants	206	234	257	383	319	39.1%	34.8%	38.5%	28.1%	40.1%
First Time Educators	316	402	393	949	456	60.0%	59.7%	58.8%	69.7%	57.4%
Total Exiting Next Year	265	422	1,165	770	-	4.1%	6.1%	16.3%	10.5%	-
Transfers Out	31	39	24	17	-	11.7%	9.2%	2.1%	2.2%	-
Leave Tennessee Educ.	234	383	1,141	753	-	88.3%	90.8%	97.9%	97.8%	-

Dynamics Rates	District Rates				
District Attrition	4.1%	6.1%	16.3%	10.5%	-
Transfers In/Out	0.16	0.95	0.75	1.76	-

District Report for: MEMPHIS

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	6,493	6,901	7,147	7,344	7,369	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	290	300	293	301	306	4.5%	4.3%	4.1%	4.1%	4.2%
Professional Staff	526	549	564	553	561	8.1%	8.0%	7.9%	7.5%	7.6%
Total Teachers	5,677	6,052	6,290	6,490	6,502	87.4%	87.7%	88.0%	88.4%	88.2%
Special Education	622	664	688	677	655	11.0%	11.0%	10.9%	10.4%	10.1%
Pre-K & Kindergarten	427	458	463	447	452	7.5%	7.6%	7.4%	6.9%	7.0%
Elementary (1-4)	2,010	2,157	2,236	2,360	2,435	35.4%	35.6%	35.5%	36.4%	37.5%
Middle School (5-6)	625	684	695	723	717	11.0%	11.3%	11.0%	11.1%	11.0%
Jr. High (7-8)	557	575	641	685	682	9.8%	9.5%	10.2%	10.6%	10.5%
High School (9-12)	1,436	1,514	1,567	1,598	1,561	25.3%	25.0%	24.9%	24.6%	24.0%
Business	31	24	29	21	27	2.2%	1.6%	1.9%	1.3%	1.7%
Language Arts	153	150	156	109	91	10.7%	9.9%	10.0%	6.8%	5.8%
Social Studies	108	107	118	78	82	7.5%	7.1%	7.5%	4.9%	5.3%
Foreign Language	72	70	77	62	63	5.0%	4.6%	4.9%	3.9%	4.0%
Mathematics	137	124	134	97	88	9.5%	8.2%	8.6%	6.1%	5.6%
Science	103	105	122	84	92	7.2%	6.9%	7.8%	5.3%	5.9%
Vocational Education	281	277	282	234	233	19.6%	18.3%	18.0%	14.6%	14.9%
Other High School	551	657	649	913	885	38.4%	43.4%	41.4%	57.1%	56.7%

Total Enrollments	120,048	126,890	117,885	133,626	133,336	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10,685	10,635	10,333	10,073	9,765	8.9%	8.4%	8.8%	7.5%	7.3%
Grades 1-4	41,079	44,052	41,264	45,006	44,693	34.2%	34.7%	35.0%	33.7%	33.5%
Grades 5-6	17,850	18,608	17,803	20,452	20,795	14.9%	14.7%	15.1%	15.3%	15.6%
Grades 7-8	17,309	18,934	17,364	20,310	20,279	14.4%	14.9%	14.7%	15.2%	15.2%
Grades 9-12	30,154	31,757	28,346	34,641	34,994	25.1%	25.0%	24.0%	25.9%	26.2%
Ungraded	2,971	2,904	2,775	3,144	2,810	2.5%	2.3%	2.4%	2.4%	2.1%



District Report for: MEMPHIS

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	279	289	282	285	292	4.7%	4.6%	4.4%	4.5%	4.7%
White - Females	43	41	39	42	36	15.4%	14.2%	13.8%	14.7%	12.3%
White - Males	47	49	46	41	40	16.8%	17.0%	16.3%	14.4%	13.7%
Black - Females	92	96	96	102	110	33.0%	33.2%	34.0%	35.8%	37.7%
Black - Males	97	103	101	100	106	34.8%	35.6%	35.8%	35.1%	36.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	488	504	516	501	507	8.2%	8.1%	8.1%	7.9%	8.1%
White - Females	226	240	245	228	228	46.3%	47.6%	47.5%	45.5%	45.0%
White - Males	37	38	39	35	38	7.6%	7.5%	7.6%	7.0%	7.5%
Black - Females	202	202	208	211	209	41.4%	40.1%	40.3%	42.1%	41.2%
Black - Males	23	24	23	27	32	4.7%	4.8%	4.5%	5.4%	6.3%
Other - Females	0	0	1	0	0	0.0%	0.0%	0.2%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	5,172	5,448	5,603	5,567	5,479	87.1%	87.3%	87.5%	87.6%	87.3%
White - Females	2,201	2,291	2,304	2,099	1,985	42.6%	42.1%	41.1%	37.7%	36.2%
White - Males	442	463	459	429	408	8.5%	8.5%	8.2%	7.7%	7.4%
Black - Females	2,032	2,179	2,303	2,434	2,492	39.3%	40.0%	41.1%	43.7%	45.5%
Black - Males	470	484	506	569	553	9.1%	8.9%	9.0%	10.2%	10.1%
Other - Females	21	24	25	29	33	0.4%	0.4%	0.4%	0.5%	0.6%
Other - Males	6	7	6	7	8	0.1%	0.1%	0.1%	0.1%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	38	55	49	75	69	0.8%	1.1%	1.0%	1.6%	1.5%
25-29	381	408	399	471	462	7.9%	8.4%	8.1%	10.1%	10.2%
30-34	348	352	390	434	438	7.3%	7.2%	7.9%	9.3%	9.7%
35-39	493	449	415	394	355	10.3%	9.2%	8.5%	8.4%	7.8%
40-45	759	718	679	594	530	15.8%	14.7%	13.8%	12.7%	11.7%
45-49	984	933	911	857	796	20.5%	19.1%	18.6%	18.3%	17.5%
50-54	946	992	1,009	968	953	19.7%	20.3%	20.5%	20.7%	21.0%
55+	851	973	1,059	893	935	17.7%	19.9%	21.6%	19.1%	20.6%
Average Age	45.4	45.8	46.1	45.0	45.3					

Experience Distribution

Teachers by Experience

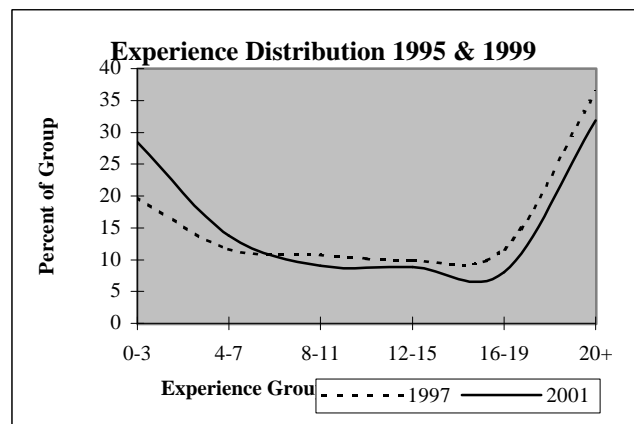
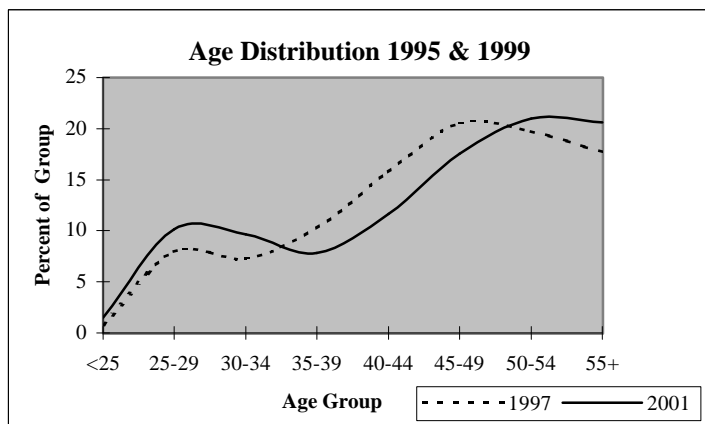
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	1,122	1,330	1,407	1,911	1,850	19.8%	22.0%	22.4%	29.4%	28.5%
4-7 Years	661	721	828	866	896	11.6%	11.9%	13.2%	13.3%	13.8%
8-11 Years	610	577	568	515	585	10.7%	9.5%	9.0%	7.9%	9.0%
12-15 Years	558	602	614	594	576	9.8%	9.9%	9.8%	9.2%	8.9%
16-19 Years	659	635	587	534	524	11.6%	10.5%	9.3%	8.2%	8.1%
20+ Years	2,067	2,187	2,286	2,070	2,071	36.4%	36.1%	36.3%	31.9%	31.9%
Average Experience	14.9	14.8	14.7	13.0	13.2					

District Report for: MEMPHIS

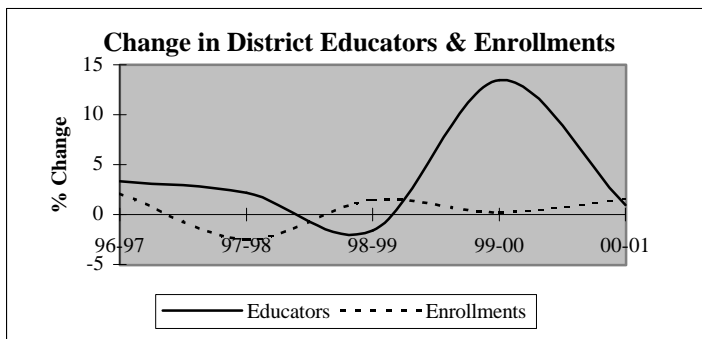
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	265	422	1,165	770	-	4.1%	6.1%	16.3%	10.5%	-
Attrition from Transfers	31	39	24	17	-	0.5%	0.6%	0.3%	0.2%	-
Attrition from Exits	234	383	1,141	753	-	3.6%	5.5%	16.0%	10.3%	-
Teacher Attrition	245	375	1,043	693	-	4.3%	6.2%	16.6%	10.7%	-
Attrition from Transfers	30	38	22	16	-	0.5%	0.6%	0.3%	0.2%	-
Attrition from Exits	215	337	1,021	677	-	3.8%	5.6%	16.2%	10.4%	-
District Retention										
Educator Retention	6,228	6,479	5,982	6,574	-	95.9%	93.9%	83.7%	89.5%	-
Teacher Retention	5,432	5,677	5,247	5,797	-	95.7%	93.8%	83.4%	89.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	85.2%	0.9%	13.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	82.5%	1.3%	16.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	82.8%	1.2%	16.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.2%	0.9%	13.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	85.8%	1.1%	13.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.7%	0.8%	11.5%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.2%	12.8%	15.4%	23.3%	22.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.0%	5.9%	6.7%	5.8%	7.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.9%	1.1%	0.6%	1.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.6%	89.7%	89.5%	80.7%	85.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.0%	0.1%	0.1%	1.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.2%	9.3%	9.3%	18.6%	11.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: SMITH COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.7	16.9	17.5	15.4	15.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.8	20.0	20.7	17.8	18.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	6	4	-3	25	2	-	-	-	-	-
% Change in Educators	3.4%	2.2%	-1.6%	13.4%	0.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	69	-82	47	6	52	-	-	-	-	-
% Change in Enrollment:	2.1%	-2.5%	1.5%	0.2%	1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.5%	1.1%	0.5%	8.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.5%	6.3%	6.5%	6.2%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.1%	9.0%	9.1%	7.1%	7.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.6%	0.5%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	30.8%	38.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.2	41.5	41.4	41.0	41.1	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	12.6	12.7	12.0	12.1	13.8	13.7	13.7	13.4	13.3
Average Salary	28,697	28,778	30,447	31,649	31,195	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.7%	0.6%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.5%	79.4%	79.6%	77.0%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.3%	8.1%	8.9%	9.8%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.3%	na	3.4%	3.4%	3.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.4%	1.1%	1.0%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

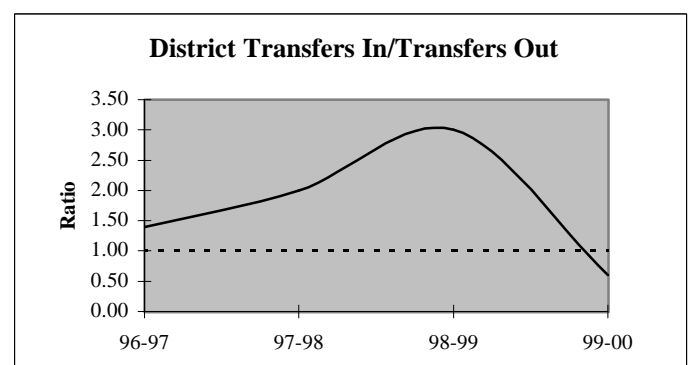
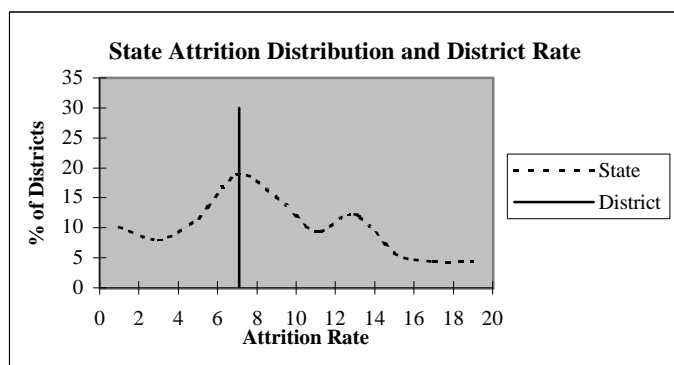
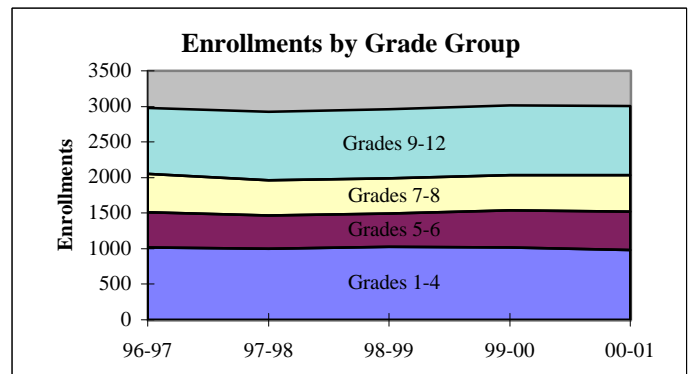
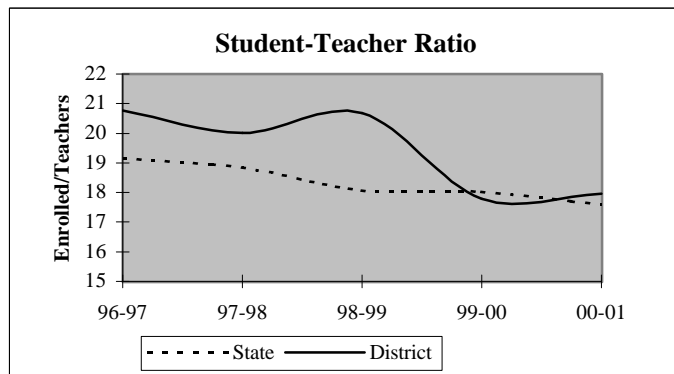
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	185	189	186	211	213	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	165	169	170	183	196	89.2%	89.4%	91.4%	86.7%	92.0%
Newly Hired	20	20	16	28	17	10.8%	10.6%	8.6%	13.3%	8.0%
Transfers In	7	6	3	3	1	35.0%	30.0%	18.8%	10.7%	5.9%
Reentrants	6	4	3	10	6	30.0%	20.0%	18.8%	35.7%	35.3%
First Time Educators	7	10	10	15	10	35.0%	50.0%	62.5%	53.6%	58.8%
Total Exiting Next Year	16	19	3	15	-	8.6%	10.1%	1.6%	7.1%	-
Transfers Out	5	3	1	5	-	31.3%	15.8%	33.3%	33.3%	-
Leave Tennessee Educ.	11	16	2	10	-	68.8%	84.2%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.6%	10.1%	1.6%	7.1%	-
Transfers In/Out	1.40	2.00	3.00	0.60	-

District Report for: SMITH COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	185	189	186	211	213	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	12	13	13	6.5%	6.3%	6.5%	6.2%	6.1%
Professional Staff	15	17	17	15	16	8.1%	9.0%	9.1%	7.1%	7.5%
Total Teachers	158	160	157	183	184	85.4%	84.7%	84.4%	86.7%	86.4%
Special Education	10	13	14	18	17	6.3%	8.1%	8.9%	9.8%	9.2%
Pre-K & Kindergarten	11	11	12	12	13	7.0%	6.9%	7.6%	6.6%	7.1%
Elementary (1-4)	53	48	47	63	62	33.5%	30.0%	29.9%	34.4%	33.7%
Middle School (5-6)	20	20	20	20	21	12.7%	12.5%	12.7%	10.9%	11.4%
Jr. High (7-8)	14	14	16	17	19	8.9%	8.8%	10.2%	9.3%	10.3%
High School (9-12)	50	54	48	53	52	31.6%	33.8%	30.6%	29.0%	28.3%
Business	3	1	1	1	1	6.0%	1.9%	2.1%	1.9%	1.9%
Language Arts	7	7	7	7	8	14.0%	13.0%	14.6%	13.2%	15.4%
Social Studies	5	7	6	6	6	10.0%	13.0%	12.5%	11.3%	11.5%
Foreign Language	2	2	3	3	3	4.0%	3.7%	6.3%	5.7%	5.8%
Mathematics	7	6	7	8	7	14.0%	11.1%	14.6%	15.1%	13.5%
Science	5	4	4	6	6	10.0%	7.4%	8.3%	11.3%	11.5%
Vocational Education	6	6	7	8	8	12.0%	11.1%	14.6%	15.1%	15.4%
Other High School	15	21	13	14	13	30.0%	38.9%	27.1%	26.4%	25.0%

Total Enrollments	3,283	3,201	3,248	3,254	3,306	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	252	236	245	210	254	7.7%	7.4%	7.5%	6.5%	7.7%
Grades 1-4	1,018	996	1,025	1,016	978	31.0%	31.1%	31.6%	31.2%	29.6%
Grades 5-6	496	471	472	527	545	15.1%	14.7%	14.5%	16.2%	16.5%
Grades 7-8	539	490	493	490	506	16.4%	15.3%	15.2%	15.1%	15.3%
Grades 9-12	927	963	973	979	979	28.2%	30.1%	30.0%	30.1%	29.6%
Ungraded	51	45	40	32	44	1.6%	1.4%	1.2%	1.0%	1.3%



District Report for: SMITH COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	12	12	12	13	13	6.7%	6.6%	6.7%	6.4%	6.4%
White - Females	3	3	3	4	5	25.0%	25.0%	25.0%	30.8%	38.5%
White - Males	9	9	9	9	8	75.0%	75.0%	75.0%	69.2%	61.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	16	16	14	15	7.8%	8.7%	8.9%	6.9%	7.4%
White - Females	11	14	14	13	13	78.6%	87.5%	87.5%	92.9%	86.7%
White - Males	3	2	2	1	2	21.4%	12.5%	12.5%	7.1%	13.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	153	155	152	176	176	85.5%	84.7%	84.4%	86.7%	86.3%
White - Females	121	124	122	137	141	79.1%	80.0%	80.3%	77.8%	80.1%
White - Males	32	31	29	38	35	20.9%	20.0%	19.1%	21.6%	19.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	0	0.0%	0.0%	0.7%	0.6%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	4	3	5	2.1%	2.8%	2.8%	1.9%	3.1%
25-29	19	16	17	24	23	13.0%	11.0%	12.0%	14.9%	14.4%
30-34	19	20	19	22	24	13.0%	13.8%	13.4%	13.7%	15.0%
35-39	18	19	14	18	17	12.3%	13.1%	9.9%	11.2%	10.6%
40-45	32	28	30	28	21	21.9%	19.3%	21.1%	17.4%	13.1%
45-49	30	30	26	31	33	20.5%	20.7%	18.3%	19.3%	20.6%
50-54	14	14	21	24	26	9.6%	9.7%	14.8%	14.9%	16.3%
55+	11	14	11	11	11	7.5%	9.7%	7.7%	6.8%	6.9%
Average Age	41.2	41.5	41.4	41.0	41.1					

Experience Distribution

Teachers by Experience

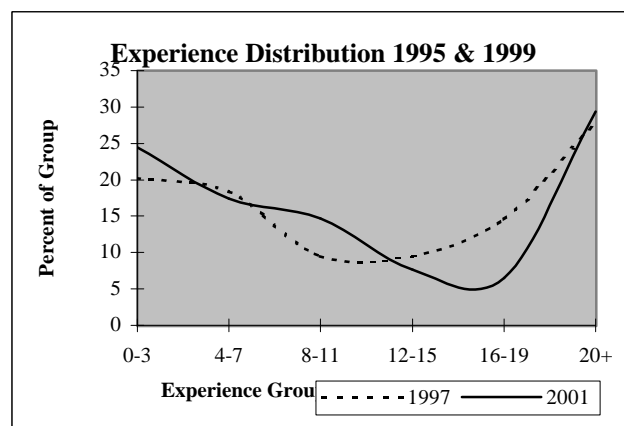
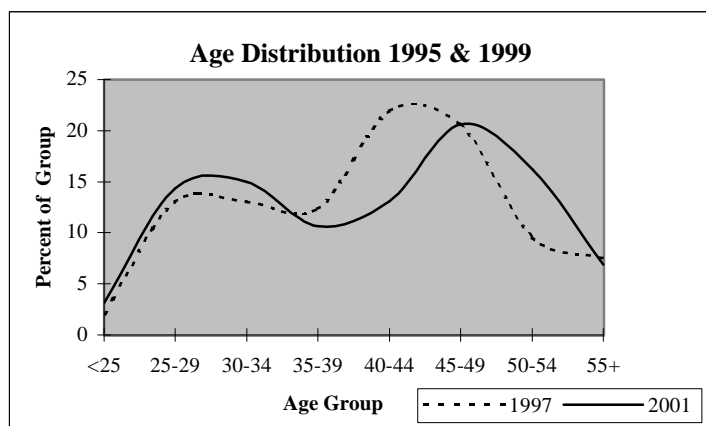
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	32	34	31	43	45	20.3%	21.3%	19.7%	23.5%	24.5%
4-7 Years	29	30	30	34	32	18.4%	18.8%	19.1%	18.6%	17.4%
8-11 Years	15	13	17	24	27	9.5%	8.1%	10.8%	13.1%	14.7%
12-15 Years	15	17	16	14	14	9.5%	10.6%	10.2%	7.7%	7.6%
16-19 Years	23	21	17	17	12	14.6%	13.1%	10.8%	9.3%	6.5%
20+ Years	44	45	46	51	54	27.8%	28.1%	29.3%	27.9%	29.3%
Average Experience	12.6	12.6	12.7	12.0	12.1					

District Report for: SMITH COUNTY

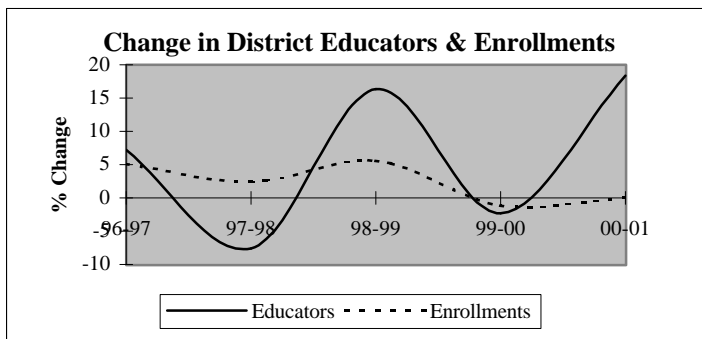
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	16	19	3	15	-	8.6%	10.1%	1.6%	7.1%	-
Attrition from Transfers	5	3	1	5	-	2.7%	1.6%	0.5%	2.4%	-
Attrition from Exits	11	16	2	10	-	5.9%	8.5%	1.1%	4.7%	-
Teacher Attrition	15	16	3	13	-	9.5%	10.0%	1.9%	7.1%	-
Attrition from Transfers	5	2	1	4	-	3.2%	1.3%	0.6%	2.2%	-
Attrition from Exits	10	14	2	9	-	6.3%	8.8%	1.3%	4.9%	-
District Retention										
Educator Retention	169	170	183	196	-	91.4%	89.9%	98.4%	92.9%	-
Teacher Retention	143	144	154	170	-	90.5%	90.0%	98.1%	92.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	88.2%	2.0%	9.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	76.1%	8.7%	15.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.2%	5.1%	7.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	97.4%	2.6%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	95.2%	2.4%	2.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	0.0%	7.7%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.7%	15.7%	20.7%	23.0%	25.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.1%	10.0%	14.4%	10.6%	11.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.5%	0.5%	0.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.0%	92.1%	92.5%	86.3%	92.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.5%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	7.4%	7.0%	11.8%	7.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: STEWART COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.3	19.1	17.4	17.6	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.2	22.9	20.6	20.7	17.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	-9	18	-3	23	-	-	-	-	-
% Change in Educators	7.2%	-7.6%	16.4%	-2.3%	18.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	99	49	117	-26	0	-	-	-	-	-
% Change in Enrollment:	5.1%	2.4%	5.6%	-1.2%	0.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.7%	5.5%	6.3%	5.6%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.8%	10.9%	9.4%	9.6%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.5%	33.3%	50.0%	57.1%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	40.8	40.8	40.4	40.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.6	11.5	11.2	11.0	10.4	13.8	13.7	13.7	13.4	13.3
Average Salary	30,108	30,443	31,182	32,529	30,573	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.2%	71.7%	75.0%	77.4%	76.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	10.9%	11.1%	12.3%	10.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.4%	na	1.6%	1.5%	2.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.1%	1.1%	1.0%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

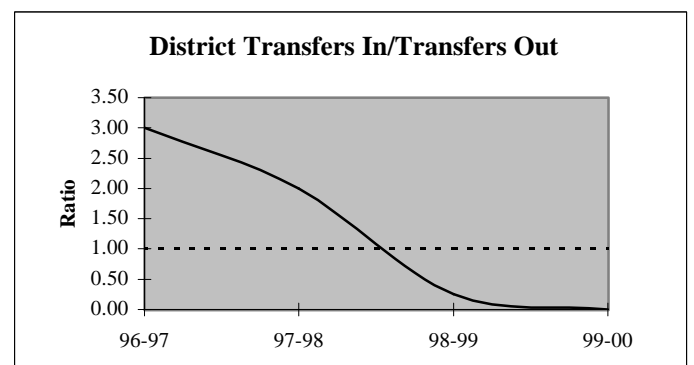
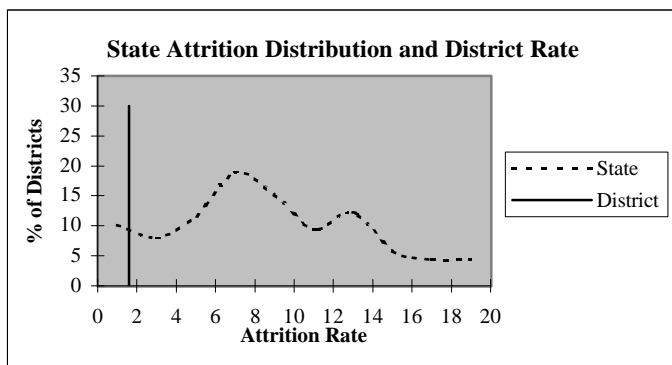
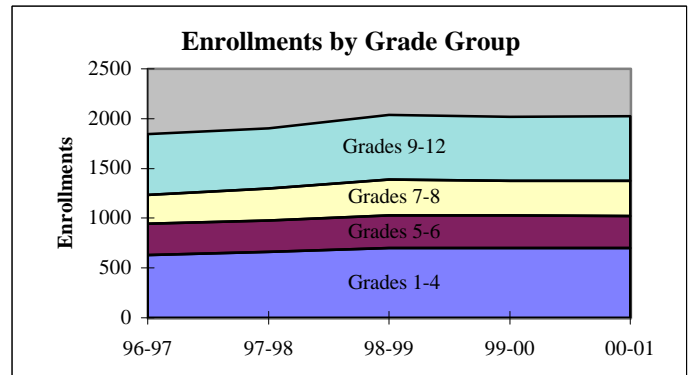
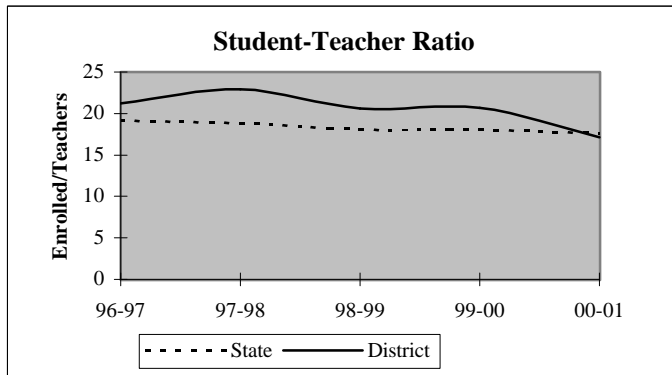
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	119	110	128	125	148	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	103	93	103	108	123	86.6%	84.5%	80.5%	86.4%	83.1%
Newly Hired	16	17	25	17	25	13.4%	15.5%	19.5%	13.6%	16.9%
Transfers In	3	2	1	3	7	18.8%	11.8%	4.0%	17.6%	28.0%
Reentrants	7	1	10	1	9	43.8%	5.9%	40.0%	5.9%	36.0%
First Time Educators	6	14	14	13	9	37.5%	82.4%	56.0%	76.5%	36.0%
Total Exiting Next Year	26	7	20	2	-	21.8%	6.4%	15.6%	1.6%	-
Transfers Out	1	1	4	0	-	3.8%	14.3%	20.0%	0.0%	-
Leave Tennessee Educ.	25	6	16	2	-	96.2%	85.7%	80.0%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	21.8%	6.4%	15.6%	1.6%	-
Transfers In/Out	3.00	2.00	0.25	nc	-

District Report for: STEWART COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	119	110	128	125	148	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	6	8	7	6	6.7%	5.5%	6.3%	5.6%	4.1%
Professional Staff	14	12	12	12	14	11.8%	10.9%	9.4%	9.6%	9.5%
Total Teachers	97	92	108	106	128	81.5%	83.6%	84.4%	84.8%	86.5%
Special Education	10	10	12	13	13	10.3%	10.9%	11.1%	12.3%	10.2%
Pre-K & Kindergarten	6	7	8	6	10	6.2%	7.6%	7.4%	5.7%	7.8%
Elementary (1-4)	37	35	40	43	46	38.1%	38.0%	37.0%	40.6%	35.9%
Middle School (5-6)	10	8	11	6	13	10.3%	8.7%	10.2%	5.7%	10.2%
Jr. High (7-8)	7	8	10	10	11	7.2%	8.7%	9.3%	9.4%	8.6%
High School (9-12)	27	24	27	28	35	27.8%	26.1%	25.0%	26.4%	27.3%
Business	0	1	1	0	1	0.0%	4.2%	3.7%	0.0%	2.9%
Language Arts	2	3	4	4	5	7.4%	12.5%	14.8%	14.3%	14.3%
Social Studies	1	2	2	1	4	3.7%	8.3%	7.4%	3.6%	11.4%
Foreign Language	1	1	1	1	2	3.7%	4.2%	3.7%	3.6%	5.7%
Mathematics	4	3	4	3	4	14.8%	12.5%	14.8%	10.7%	11.4%
Science	4	4	3	4	4	14.8%	16.7%	11.1%	14.3%	11.4%
Vocational Education	8	9	10	10	11	29.6%	37.5%	37.0%	35.7%	31.4%
Other High School	7	1	2	5	4	25.9%	4.2%	7.4%	17.9%	11.4%

Total Enrollments	2,056	2,105	2,222	2,196	2,196	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	186	178	164	160	153	9.0%	8.5%	7.4%	7.3%	7.0%
Grades 1-4	631	659	702	700	699	30.7%	31.3%	31.6%	31.9%	31.8%
Grades 5-6	311	315	327	328	326	15.1%	15.0%	14.7%	14.9%	14.8%
Grades 7-8	291	323	358	345	353	14.2%	15.3%	16.1%	15.7%	16.1%
Grades 9-12	614	606	648	642	645	29.9%	28.8%	29.2%	29.2%	29.4%
Ungraded	23	24	23	21	20	1.1%	1.1%	1.0%	1.0%	0.9%



District Report for: STEWART COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	8	6	8	7	6	7.0%	5.7%	6.6%	5.9%	4.3%
White - Females	3	2	4	4	3	37.5%	33.3%	50.0%	57.1%	50.0%
White - Males	5	4	4	3	3	62.5%	66.7%	50.0%	42.9%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	12	12	12	14	12.2%	11.4%	9.9%	10.1%	9.9%
White - Females	11	9	10	9	10	78.6%	75.0%	83.3%	75.0%	71.4%
White - Males	3	3	2	3	4	21.4%	25.0%	16.7%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	93	87	101	100	121	80.9%	82.9%	83.5%	84.0%	85.8%
White - Females	70	64	78	78	93	75.3%	73.6%	77.2%	78.0%	76.9%
White - Males	23	23	23	22	27	24.7%	26.4%	22.8%	22.0%	22.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	6	4	5	1.1%	1.2%	6.5%	4.5%	4.9%
25-29	11	14	11	16	16	12.6%	17.3%	11.8%	18.0%	15.7%
30-34	10	11	13	12	14	11.5%	13.6%	14.0%	13.5%	13.7%
35-39	11	11	12	11	14	12.6%	13.6%	12.9%	12.4%	13.7%
40-45	8	10	10	9	9	9.2%	12.3%	10.8%	10.1%	8.8%
45-49	26	18	23	18	14	29.9%	22.2%	24.7%	20.2%	13.7%
50-54	7	10	13	13	21	8.0%	12.3%	14.0%	14.6%	20.6%
55+	13	6	5	6	9	14.9%	7.4%	5.4%	6.7%	8.8%
Average Age	43.1	40.8	40.8	40.4	40.6					

Experience Distribution

Teachers by Experience

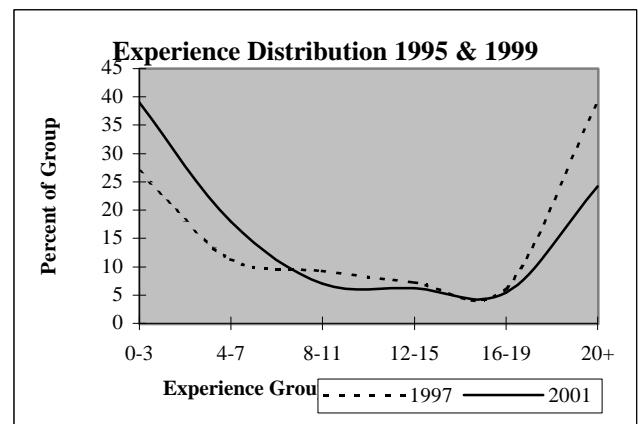
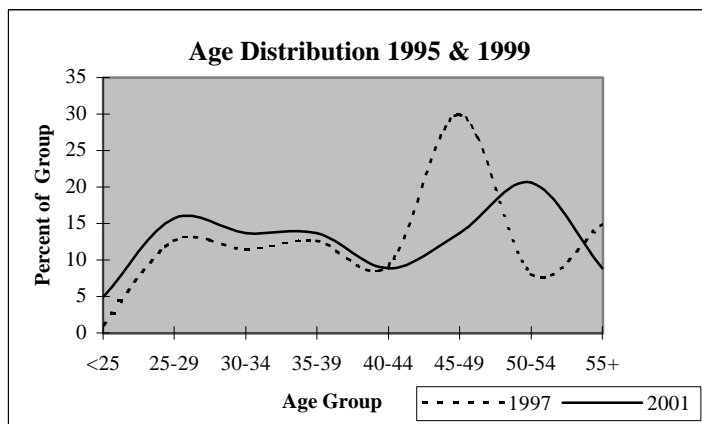
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	26	31	37	36	50	26.8%	33.7%	34.3%	34.0%	39.1%
4-7 Years	11	13	17	18	23	11.3%	14.1%	15.7%	17.0%	18.0%
8-11 Years	9	10	7	8	9	9.3%	10.9%	6.5%	7.5%	7.0%
12-15 Years	7	4	10	10	8	7.2%	4.3%	9.3%	9.4%	6.3%
16-19 Years	6	7	6	5	7	6.2%	7.6%	5.6%	4.7%	5.5%
20+ Years	38	27	31	29	31	39.2%	29.3%	28.7%	27.4%	24.2%
Average Experience	13.6	11.5	11.2	11.0	10.4					

District Report for: STEWART COUNTY

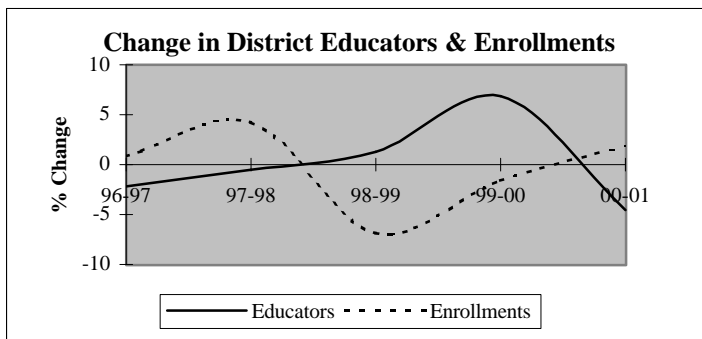
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	26	7	20	2	-	21.8%	6.4%	15.6%	1.6%	-
Attrition from Transfers	1	1	4	0	-	0.8%	0.9%	3.1%	0.0%	-
Attrition from Exits	25	6	16	2	-	21.0%	5.5%	12.5%	1.6%	-
Teacher Attrition	22	6	18	1	-	22.7%	6.5%	16.7%	0.9%	-
Attrition from Transfers	1	1	4	0	-	1.0%	1.1%	3.7%	0.0%	-
Attrition from Exits	21	5	14	1	-	21.6%	5.4%	13.0%	0.9%	-
District Retention										
Educator Retention	93	103	108	123	-	78.2%	93.6%	84.4%	98.4%	-
Teacher Retention	75	86	90	105	-	77.3%	93.5%	83.3%	99.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.8%	9.7%	14.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	89.5%	2.6%	7.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.3%	0.0%	9.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.3%	0.0%	8.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.9%	3.7%	7.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	94.4%	5.6%	0.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.7%	20.0%	24.6%	26.4%	25.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.7%	14.0%	16.8%	15.2%	12.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.7%	0.9%	2.3%	0.8%	0.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.7%	85.5%	78.9%	88.0%	85.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.6%	13.6%	18.8%	11.2%	13.5%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: SULLIVAN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.2	16.0	14.7	13.5	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.6	18.5	17.1	15.6	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-21	-5	12	66	-47	-	-	-	-	-
% Change in Educators	-2.2%	-0.5%	1.3%	6.9%	-4.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	121	618	-1,041	-224	257	-	-	-	-	-
% Change in Enrollment:	0.8%	4.3%	-6.9%	-1.6%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.2%	0.2%	0.3%	6.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.2%	5.1%	5.1%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	8.7%	8.8%	8.4%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.4%	0.4%	0.6%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	24.0%	24.5%	22.4%	25.0%	26.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.6	45.9	46.2	46.3	45.7	43.3	43.5	43.6	43.7	43.9
Average Experience	16.8	16.8	16.8	16.5	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	34,781	35,156	36,671	36,922	36,470	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.5%	0.5%	0.7%	0.7%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.4%	73.1%	73.8%	73.8%	73.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.2%	9.7%	9.7%	9.9%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.7%	na	0.8%	1.0%	0.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.6%	1.5%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

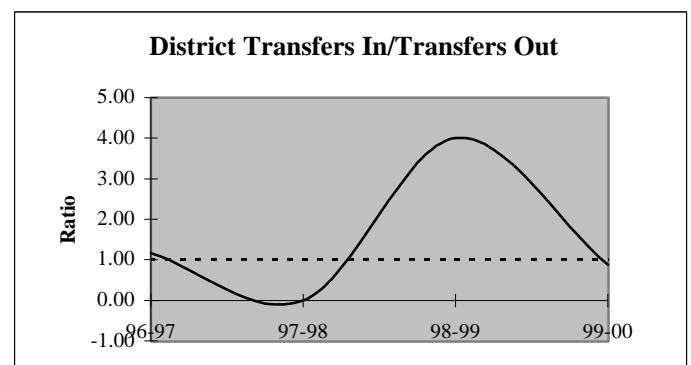
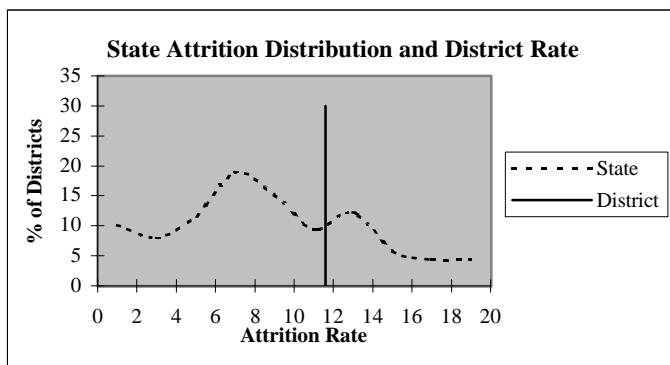
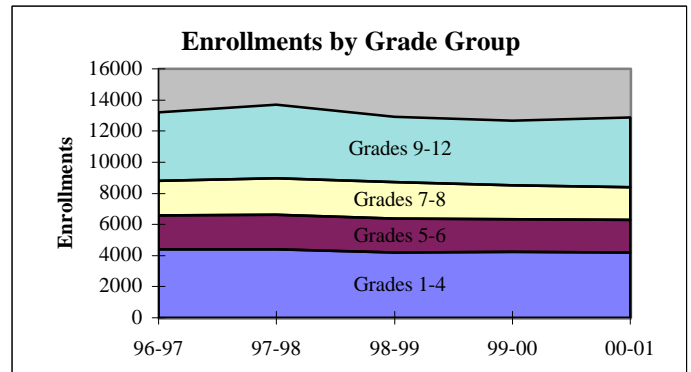
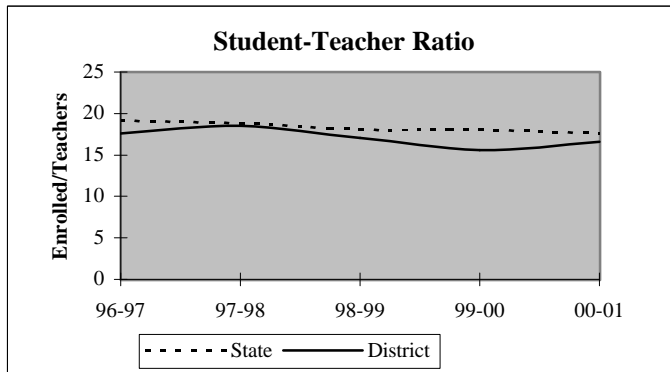
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	954	949	961	1,027	980	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	897	896	894	943	908	94.0%	94.4%	93.0%	91.8%	92.7%
Newly Hired	57	53	67	84	72	6.0%	5.6%	7.0%	8.2%	7.3%
Transfers In	7	6	8	7	9	12.3%	11.3%	11.9%	8.3%	12.5%
Reentrants	25	19	29	33	28	43.9%	35.8%	43.3%	39.3%	38.9%
First Time Educators	25	28	30	44	35	43.9%	52.8%	44.8%	52.4%	48.6%
Total Exiting Next Year	58	55	18	119	-	6.1%	5.8%	1.9%	11.6%	-
Transfers Out	6	0	2	8	-	10.3%	0.0%	11.1%	6.7%	-
Leave Tennessee Educ.	52	55	16	111	-	89.7%	100.0%	88.9%	93.3%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	5.8%	1.9%	11.6%	-
Transfers In/Out	1.17	nc	4.00	0.88	-

District Report for: SULLIVAN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	954	949	961	1,027	980	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	50	49	49	52	45	5.2%	5.2%	5.1%	5.1%	4.6%
Professional Staff	78	83	85	86	81	8.2%	8.7%	8.8%	8.4%	8.3%
Total Teachers	826	817	827	889	854	86.6%	86.1%	86.1%	86.6%	87.1%
Special Education	76	79	80	88	91	9.2%	9.7%	9.7%	9.9%	10.7%
Pre-K & Kindergarten	52	52	54	55	53	6.3%	6.4%	6.5%	6.2%	6.2%
Elementary (1-4)	281	283	286	311	296	34.0%	34.6%	34.6%	35.0%	34.7%
Middle School (5-6)	93	84	90	96	96	11.3%	10.3%	10.9%	10.8%	11.2%
Jr. High (7-8)	86	87	91	92	86	10.4%	10.6%	11.0%	10.3%	10.1%
High School (9-12)	238	232	226	247	232	28.8%	28.4%	27.3%	27.8%	27.2%
Business	14	14	13	16	12	5.9%	6.0%	5.8%	6.5%	5.2%
Language Arts	29	29	28	34	33	12.2%	12.5%	12.4%	13.8%	14.2%
Social Studies	29	23	23	27	24	12.2%	9.9%	10.2%	10.9%	10.3%
Foreign Language	12	11	12	13	11	5.0%	4.7%	5.3%	5.3%	4.7%
Mathematics	26	26	29	32	29	10.9%	11.2%	12.8%	13.0%	12.5%
Science	28	27	28	29	21	11.8%	11.6%	12.4%	11.7%	9.1%
Vocational Education	48	47	43	51	42	20.2%	20.3%	19.0%	20.6%	18.1%
Other High School	52	55	50	45	60	21.8%	23.7%	22.1%	18.2%	25.9%

Total Enrollments	14,533	15,151	14,110	13,886	14,143	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,097	1,204	1,031	979	1,041	7.5%	7.9%	7.3%	7.1%	7.4%
Grades 1-4	4,389	4,414	4,208	4,251	4,185	30.2%	29.1%	29.8%	30.6%	29.6%
Grades 5-6	2,184	2,228	2,181	2,075	2,107	15.0%	14.7%	15.5%	14.9%	14.9%
Grades 7-8	2,236	2,311	2,330	2,179	2,115	15.4%	15.3%	16.5%	15.7%	15.0%
Grades 9-12	4,383	4,750	4,202	4,180	4,456	30.2%	31.4%	29.8%	30.1%	31.5%
Ungraded	244	244	158	222	239	1.7%	1.6%	1.1%	1.6%	1.7%



District Report for: SULLIVAN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	50	49	49	52	45	5.4%	5.3%	5.3%	5.3%	4.8%
White - Females	12	12	11	13	12	24.0%	24.5%	22.4%	25.0%	26.7%
White - Males	38	37	38	39	33	76.0%	75.5%	77.6%	75.0%	73.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	76	79	80	81	76	8.1%	8.5%	8.6%	8.2%	8.1%
White - Females	66	69	70	71	65	86.8%	87.3%	87.5%	87.7%	85.5%
White - Males	10	10	10	10	11	13.2%	12.7%	12.5%	12.3%	14.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	808	796	804	853	816	86.5%	86.1%	86.2%	86.5%	87.1%
White - Females	588	587	598	640	609	72.8%	73.7%	74.4%	75.0%	74.6%
White - Males	216	205	200	207	201	26.7%	25.8%	24.9%	24.3%	24.6%
Black - Females	1	1	2	2	2	0.1%	0.1%	0.2%	0.2%	0.2%
Black - Males	0	1	1	1	1	0.0%	0.1%	0.1%	0.1%	0.1%
Other - Females	3	2	2	2	2	0.4%	0.3%	0.2%	0.2%	0.2%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.1%	0.1%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	3	4	7	3	0.5%	0.4%	0.5%	0.9%	0.4%
25-29	44	42	42	52	60	5.6%	5.5%	5.5%	6.6%	8.1%
30-34	47	57	54	59	67	6.0%	7.4%	7.1%	7.5%	9.1%
35-39	81	67	63	60	56	10.3%	8.7%	8.3%	7.6%	7.6%
40-45	143	130	115	107	96	18.2%	16.9%	15.2%	13.6%	13.0%
45-49	191	175	182	175	155	24.3%	22.7%	24.0%	22.3%	21.0%
50-54	163	173	166	173	170	20.7%	22.5%	21.9%	22.0%	23.0%
55+	114	123	133	153	131	14.5%	16.0%	17.5%	19.5%	17.8%
Average Age	45.6	45.9	46.2	46.3	45.7					

Experience Distribution

Teachers by Experience

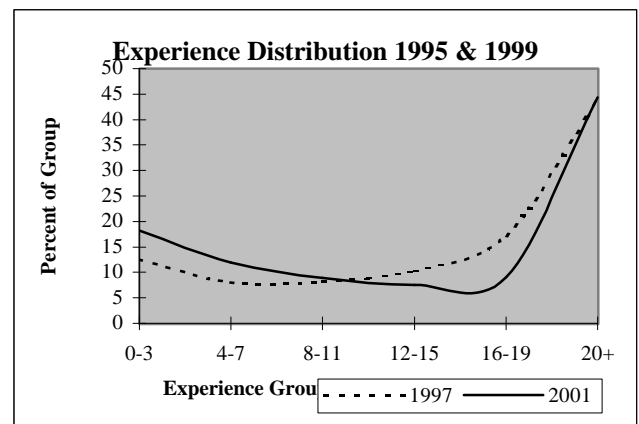
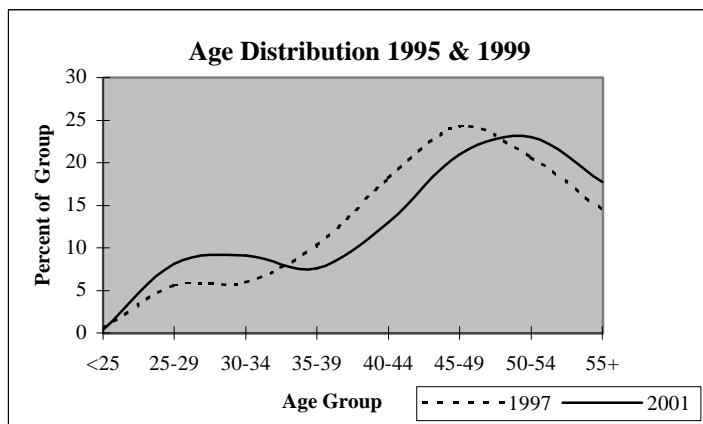
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	104	103	107	145	156	12.6%	12.6%	12.9%	16.3%	18.3%
4-7 Years	66	77	85	97	102	8.0%	9.4%	10.3%	10.9%	11.9%
8-11 Years	67	71	71	74	76	8.1%	8.7%	8.6%	8.3%	8.9%
12-15 Years	85	74	76	67	64	10.3%	9.1%	9.2%	7.5%	7.5%
16-19 Years	142	111	100	100	77	17.2%	13.6%	12.1%	11.2%	9.0%
20+ Years	362	381	388	406	379	43.8%	46.6%	46.9%	45.7%	44.4%
Average Experience	16.8	16.8	16.8	16.5	15.8					

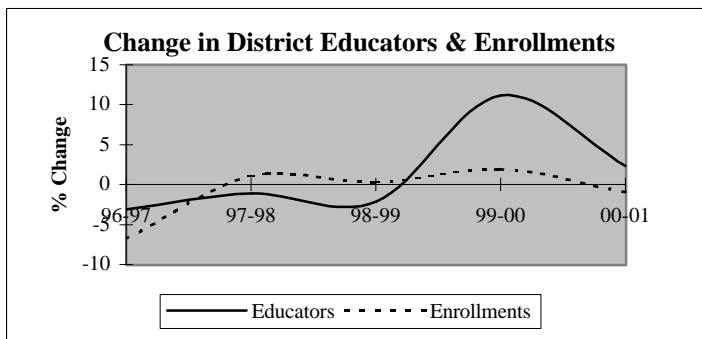
District Report for: SULLIVAN COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	58	55	18	119	-	6.1%	5.8%	1.9%	11.6%	-
Attrition from Transfers	6	0	2	8	-	0.6%	0.0%	0.2%	0.8%	-
Attrition from Exits	52	55	16	111	-	5.5%	5.8%	1.7%	10.8%	-
Teacher Attrition	47	51	17	97	-	5.7%	6.2%	2.1%	10.9%	-
Attrition from Transfers	5	0	2	7	-	0.6%	0.0%	0.2%	0.8%	-
Attrition from Exits	42	51	15	90	-	5.1%	6.2%	1.8%	10.1%	-
District Retention										
Educator Retention	896	894	943	908	-	93.9%	94.2%	98.1%	88.4%	-
Teacher Retention	779	766	810	792	-	94.3%	93.8%	97.9%	89.1%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	86.6%	3.4%	10.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	94.4%	0.7%	4.9%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.8%	2.8%	6.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.9%	0.9%	11.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.5%	0.9%	5.6%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	96.0%	1.0%	3.0%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.2%	8.1%	10.2%	13.2%	15.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.3%	4.8%	6.6%	7.1%	8.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	1.1%	0.6%	0.5%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	94.0%	93.0%	92.0%	91.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	5.0%	6.1%	7.5%	6.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	14.2	14.5	13.3	12.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.4	16.7	17.2	15.6	15.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-9	-3	-6	30	7	-	-	-	-	-
% Change in Educators	-3.1%	-1.1%	-2.2%	11.2%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-280	40	10	75	-39	-	-	-	-	-
% Change in Enrollment:	-6.8%	1.0%	0.3%	1.9%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.0%	0.4%	1.0%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.4%	4.8%	4.0%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.2%	10.9%	10.8%	10.7%	13.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	2.7%	2.7%	3.6%	3.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	9.1%	10.0%	9.1%	10.0%	10.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	41.7%	38.5%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.3	44.7	45.5	45.8	46.8	43.3	43.5	43.6	43.7	43.9
Average Experience	15.9	16.0	16.8	16.2	16.4	13.8	13.7	13.7	13.4	13.3
Average Salary	37,613	37,714	38,313	41,035	40,508	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.6%	2.7%	2.8%	3.8%	3.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.5%	71.2%	69.6%	69.8%	70.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.6%	10.3%	7.0%	8.2%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.4%	na	5.1%	5.2%	5.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	1.0%	0.7%	0.9%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

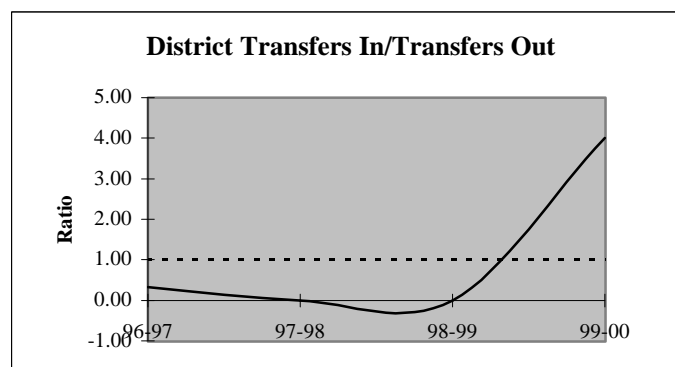
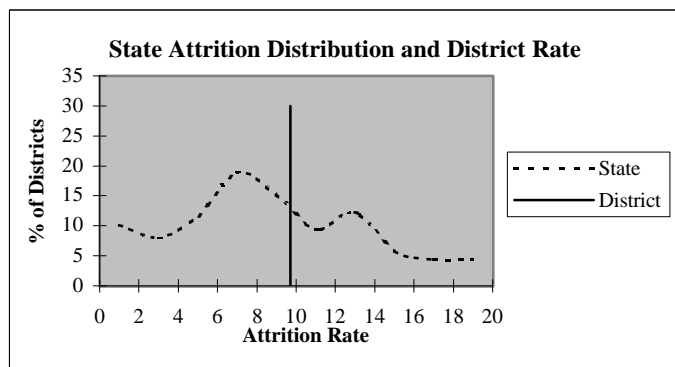
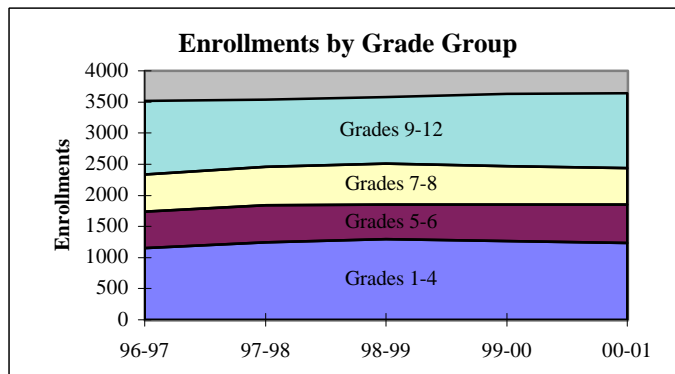
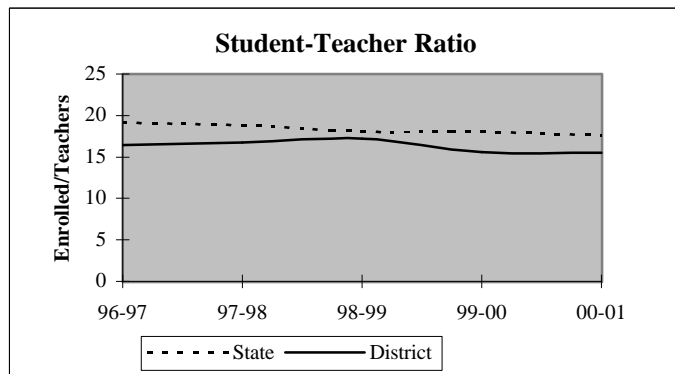
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	278	275	269	299	306	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	259	255	250	259	270	93.2%	92.7%	92.9%	86.6%	88.2%
Newly Hired	19	20	19	40	36	6.8%	7.3%	7.1%	13.4%	11.8%
Transfers In	2	2	1	8	3	10.5%	10.0%	5.3%	20.0%	8.3%
Reentrants	13	9	8	14	16	68.4%	45.0%	42.1%	35.0%	44.4%
First Time Educators	4	9	10	18	17	21.1%	45.0%	52.6%	45.0%	47.2%
Total Exiting Next Year	23	25	10	29	-	8.3%	9.1%	3.7%	9.7%	-
Transfers Out	6	0	0	2	-	26.1%	0.0%	0.0%	6.9%	-
Leave Tennessee Educ.	17	25	10	27	-	73.9%	100.0%	100.0%	93.1%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.3%	9.1%	3.7%	9.7%	-
Transfers In/Out	0.33	nc	nc	4.00	-

District Report for: BRISTOL

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	278	275	269	299	306	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	13	12	12	4.3%	4.4%	4.8%	4.0%	3.9%
Professional Staff	31	30	29	32	40	11.2%	10.9%	10.8%	10.7%	13.1%
Total Teachers	235	233	227	255	254	84.5%	84.7%	84.4%	85.3%	83.0%
Special Education	25	24	16	21	22	10.6%	10.3%	7.0%	8.2%	8.7%
Pre-K & Kindergarten	14	12	13	15	16	6.0%	5.2%	5.7%	5.9%	6.3%
Elementary (1-4)	79	82	83	95	92	33.6%	35.2%	36.6%	37.3%	36.2%
Middle School (5-6)	24	22	23	25	24	10.2%	9.4%	10.1%	9.8%	9.4%
Jr. High (7-8)	28	28	27	28	28	11.9%	12.0%	11.9%	11.0%	11.0%
High School (9-12)	65	65	65	71	72	27.7%	27.9%	28.6%	27.8%	28.3%
Business	2	2	2	2	2	3.1%	3.1%	3.1%	2.8%	2.8%
Language Arts	7	9	9	10	11	10.8%	13.8%	13.8%	14.1%	15.3%
Social Studies	5	5	5	6	6	7.7%	7.7%	7.7%	8.5%	8.3%
Foreign Language	4	5	5	4	4	6.2%	7.7%	7.7%	5.6%	5.6%
Mathematics	8	7	8	9	8	12.3%	10.8%	12.3%	12.7%	11.1%
Science	8	8	6	8	8	12.3%	12.3%	9.2%	11.3%	11.1%
Vocational Education	15	15	15	15	14	23.1%	23.1%	23.1%	21.1%	19.4%
Other High School	16	14	15	17	19	24.6%	21.5%	23.1%	23.9%	26.4%

Total Enrollments	3,855	3,895	3,905	3,980	3,941	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	311	323	304	319	285	8.1%	8.3%	7.8%	8.0%	7.2%
Grades 1-4	1,156	1,243	1,299	1,267	1,234	30.0%	31.9%	33.3%	31.8%	31.3%
Grades 5-6	583	600	556	586	618	15.1%	15.4%	14.2%	14.7%	15.7%
Grades 7-8	600	611	649	614	583	15.6%	15.7%	16.6%	15.4%	14.8%
Grades 9-12	1,173	1,080	1,071	1,158	1,202	30.4%	27.7%	27.4%	29.1%	30.5%
Ungraded	32	38	26	36	19	0.8%	1.0%	0.7%	0.9%	0.5%



District Report for: BRISTOL

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	10	11	10	10	4.1%	3.8%	4.3%	3.6%	3.5%
White - Females	4	5	5	4	4	36.4%	50.0%	45.5%	40.0%	40.0%
White - Males	6	4	5	5	5	54.5%	40.0%	45.5%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	10.0%	9.1%	10.0%	10.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	30	28	30	37	11.5%	11.4%	11.0%	10.8%	13.0%
White - Females	23	22	21	22	28	74.2%	73.3%	75.0%	73.3%	75.7%
White - Males	8	8	7	8	9	25.8%	26.7%	25.0%	26.7%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	227	224	216	239	238	84.4%	84.8%	84.7%	85.7%	83.5%
White - Females	159	158	148	163	167	70.0%	70.5%	68.5%	68.2%	70.2%
White - Males	62	60	62	67	63	27.3%	26.8%	28.7%	28.0%	26.5%
Black - Females	5	5	5	7	6	2.2%	2.2%	2.3%	2.9%	2.5%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.4%	0.0%
Other - Males	1	1	1	1	1	0.4%	0.4%	0.5%	0.4%	0.4%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	0	1	2	0.5%	0.5%	0.0%	0.5%	1.0%
25-29	21	21	16	18	12	9.9%	10.0%	8.0%	8.6%	6.0%
30-34	15	15	18	17	18	7.0%	7.1%	9.0%	8.1%	9.0%
35-39	19	15	11	15	13	8.9%	7.1%	5.5%	7.1%	6.5%
40-45	35	34	26	26	24	16.4%	16.2%	12.9%	12.4%	12.0%
45-49	56	56	54	46	40	26.3%	26.7%	26.9%	21.9%	20.0%
50-54	43	45	53	57	53	20.2%	21.4%	26.4%	27.1%	26.5%
55+	23	23	23	30	38	10.8%	11.0%	11.4%	14.3%	19.0%
Average Age	44.3	44.7	45.5	45.8	46.8					

Experience Distribution

Teachers by Experience

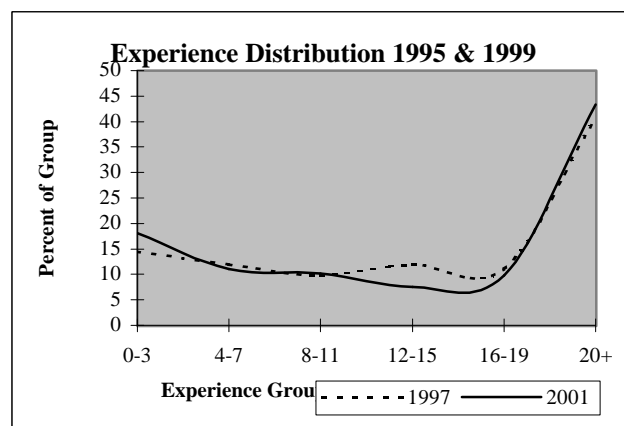
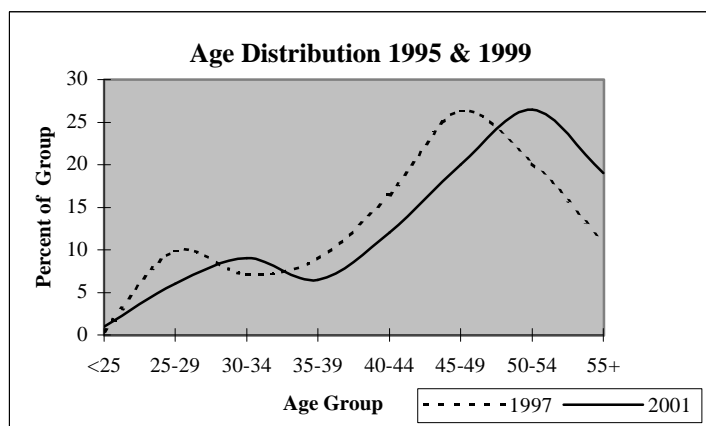
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	34	32	29	40	46	14.5%	13.7%	12.8%	15.7%	18.1%
4-7 Years	28	32	32	36	28	11.9%	13.7%	14.1%	14.1%	11.0%
8-11 Years	23	21	17	24	26	9.8%	9.0%	7.5%	9.4%	10.2%
12-15 Years	28	26	26	26	19	11.9%	11.2%	11.5%	10.2%	7.5%
16-19 Years	26	24	19	18	25	11.1%	10.3%	8.4%	7.1%	9.8%
20+ Years	96	98	104	111	110	40.9%	42.1%	45.8%	43.5%	43.3%
Average Experience	15.9	16.0	16.8	16.2	16.4					

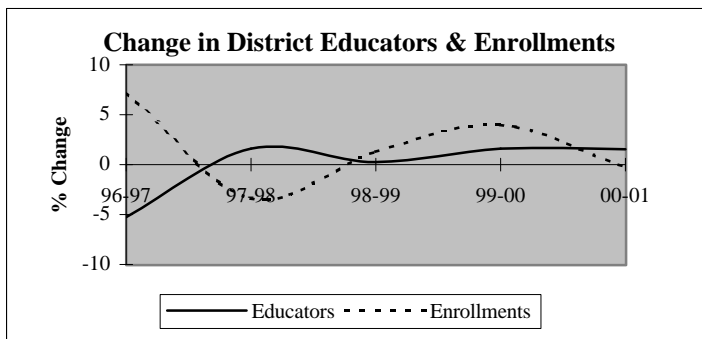
District Report for: BRISTOL

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	23	25	10	29	-	8.3%	9.1%	3.7%	9.7%	-
Attrition from Transfers	6	0	0	2	-	2.2%	0.0%	0.0%	0.7%	-
Attrition from Exits	17	25	10	27	-	6.1%	9.1%	3.7%	9.0%	-
Teacher Attrition	18	23	8	27	-	7.7%	9.9%	3.5%	10.6%	-
Attrition from Transfers	4	0	0	2	-	1.7%	0.0%	0.0%	0.8%	-
Attrition from Exits	14	23	8	25	-	6.0%	9.9%	3.5%	9.8%	-
District Retention										
Educator Retention	255	250	259	270	-	91.7%	90.9%	96.3%	90.3%	-
Teacher Retention	217	210	219	228	-	92.3%	90.1%	96.5%	89.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	74.4%	2.3%	23.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	83.0%	0.0%	17.0%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	74.5%	2.1%	23.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.8%	0.0%	13.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.0%	0.0%	10.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	86.4%	2.3%	11.4%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.2%	7.1%	11.1%	14.9%	14.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.9%	4.0%	6.8%	6.9%	6.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	0.4%	0.0%	0.3%	2.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	93.1%	93.3%	89.0%	86.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	6.5%	6.7%	10.7%	10.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.3	15.4	15.6	16.0	15.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.2	18.1	18.4	18.8	18.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	-24	7	1	7	7	-	-	-	-	-
% Change in Educators	-5.3%	1.6%	0.2%	1.6%	1.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	473	-237	86	274	-19	-	-	-	-	-
% Change in Enrollment:	7.2%	-3.4%	1.3%	4.0%	-0.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.4%	1.1%	0.7%	1.1%	6.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.6%	5.0%	5.5%	5.8%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.9%	9.8%	9.8%	9.0%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	2.9%	2.9%	3.1%	3.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	27.3%	29.2%	34.6%	31.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.4	44.5	45.2	44.8	45.4	43.3	43.5	43.6	43.7	43.9
Average Experience	15.6	15.6	16.0	15.3	15.3	13.8	13.7	13.7	13.4	13.3
Average Salary	40,156	40,473	42,149	42,997	42,631	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	3.1%	3.1%	3.4%	3.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.5%	74.0%	74.5%	73.7%	73.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.7%	11.3%	11.3%	11.6%	11.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	9.3%	na	9.2%	9.4%	9.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.9%	1.8%	2.4%	2.4%	3.3%	1.7%	1.6%	1.8%	1.8%	1.8%

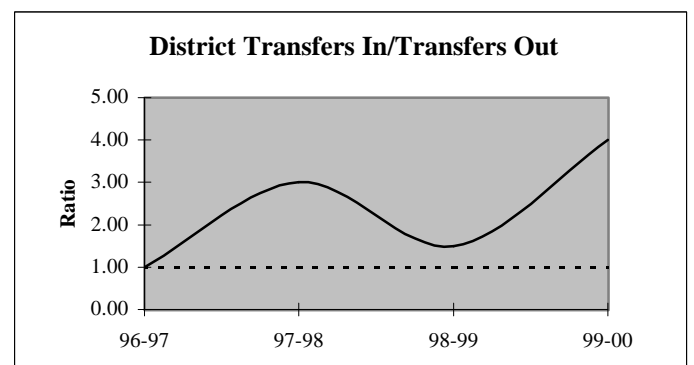
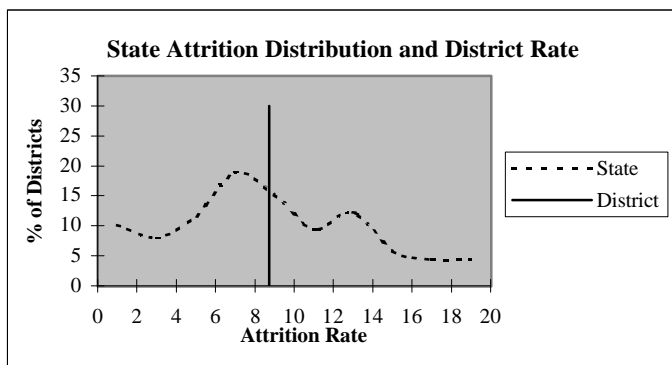
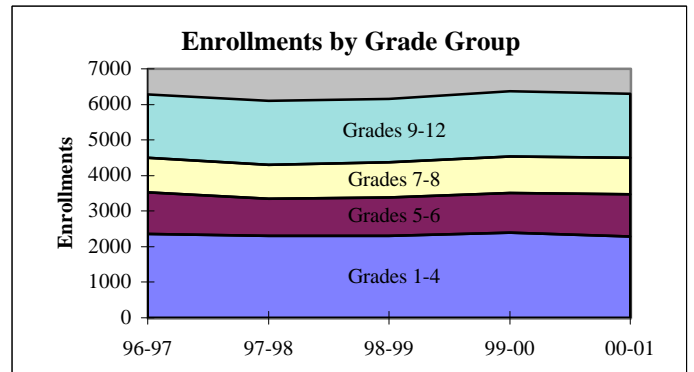
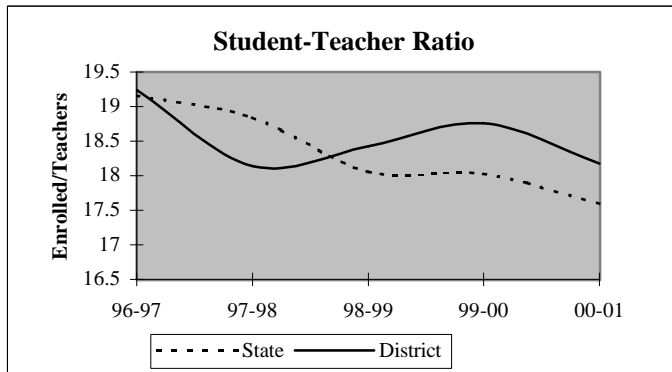
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	431	438	439	446	453	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	401	393	404	400	407	93.0%	89.7%	92.0%	89.7%	89.8%
Newly Hired	30	45	35	46	46	7.0%	10.3%	8.0%	10.3%	10.2%
Transfers In	6	9	6	8	4	20.0%	20.0%	17.1%	17.4%	8.7%
Reentrants	8	26	20	18	19	26.7%	57.8%	57.1%	39.1%	41.3%
First Time Educators	16	10	9	20	23	53.3%	22.2%	25.7%	43.5%	50.0%
Total Exiting Next Year	38	34	39	39	-	8.8%	7.8%	8.9%	8.7%	-
Transfers Out	6	3	4	2	-	15.8%	8.8%	10.3%	5.1%	-
Leave Tennessee Educ.	32	31	35	37	-	84.2%	91.2%	89.7%	94.9%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.8%	7.8%	8.9%	8.7%	-
Transfers In/Out	1.00	3.00	1.50	4.00	-

District Report for: KINGSPORT

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	431	438	439	446	453	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	20	22	24	26	22	4.6%	5.0%	5.5%	5.8%	4.9%
Professional Staff	47	43	43	40	40	10.9%	9.8%	9.8%	9.0%	8.8%
Total Teachers	364	373	372	380	391	84.5%	85.2%	84.7%	85.2%	86.3%
Special Education	39	42	42	44	45	10.7%	11.3%	11.3%	11.6%	11.5%
Pre-K & Kindergarten	23	24	25	24	27	6.3%	6.4%	6.7%	6.3%	6.9%
Elementary (1-4)	144	143	141	143	152	39.6%	38.3%	37.9%	37.6%	38.9%
Middle School (5-6)	44	40	43	42	42	12.1%	10.7%	11.6%	11.1%	10.7%
Jr. High (7-8)	34	35	36	35	37	9.3%	9.4%	9.7%	9.2%	9.5%
High School (9-12)	80	89	85	92	88	22.0%	23.9%	22.8%	24.2%	22.5%
Business	2	3	2	0	0	2.5%	3.4%	2.4%	0.0%	0.0%
Language Arts	12	13	12	13	12	15.0%	14.6%	14.1%	14.1%	13.6%
Social Studies	10	11	11	12	12	12.5%	12.4%	12.9%	13.0%	13.6%
Foreign Language	7	6	6	7	7	8.8%	6.7%	7.1%	7.6%	8.0%
Mathematics	11	14	14	14	14	13.8%	15.7%	16.5%	15.2%	15.9%
Science	10	10	10	12	9	12.5%	11.2%	11.8%	13.0%	10.2%
Vocational Education	11	11	11	13	15	13.8%	12.4%	12.9%	14.1%	17.0%
Other High School	17	21	19	21	19	21.3%	23.6%	22.4%	22.8%	21.6%

Total Enrollments	7,004	6,767	6,853	7,127	7,108	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	591	548	554	575	577	8.4%	8.1%	8.1%	8.1%	8.1%
Grades 1-4	2,362	2,302	2,300	2,394	2,288	33.7%	34.0%	33.6%	33.6%	32.2%
Grades 5-6	1,170	1,044	1,078	1,112	1,178	16.7%	15.4%	15.7%	15.6%	16.6%
Grades 7-8	967	956	987	1,029	1,025	13.8%	14.1%	14.4%	14.4%	14.4%
Grades 9-12	1,777	1,792	1,784	1,843	1,805	25.4%	26.5%	26.0%	25.9%	25.4%
Ungraded	137	125	150	174	235	2.0%	1.8%	2.2%	2.4%	3.3%



District Report for: KINGSPORT

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	20	22	24	26	22	4.7%	5.2%	5.8%	6.2%	5.2%
White - Females	5	6	7	9	7	25.0%	27.3%	29.2%	34.6%	31.8%
White - Males	15	16	17	17	15	75.0%	72.7%	70.8%	65.4%	68.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	47	43	41	38	39	11.1%	10.2%	9.9%	9.1%	9.2%
White - Females	37	32	31	29	30	78.7%	74.4%	75.6%	76.3%	76.9%
White - Males	10	10	9	8	8	21.3%	23.3%	22.0%	21.1%	20.5%
Black - Females	0	1	1	1	1	0.0%	2.3%	2.4%	2.6%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	355	355	351	355	365	84.1%	84.5%	84.4%	84.7%	85.7%
White - Females	263	259	256	257	263	74.1%	73.0%	72.9%	72.4%	72.1%
White - Males	81	85	84	86	88	22.8%	23.9%	23.9%	24.2%	24.1%
Black - Females	8	7	8	8	8	2.3%	2.0%	2.3%	2.3%	2.2%
Black - Males	2	2	2	2	4	0.6%	0.6%	0.6%	0.6%	1.1%
Other - Females	1	2	1	2	2	0.3%	0.6%	0.3%	0.6%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	4	2	4	3	1.5%	1.2%	0.6%	1.2%	0.9%
25-29	22	24	26	25	27	6.5%	7.0%	7.8%	7.6%	8.3%
30-34	32	32	23	30	25	9.4%	9.3%	6.9%	9.1%	7.7%
35-39	36	38	42	37	31	10.6%	11.1%	12.5%	11.2%	9.5%
40-45	51	49	41	35	37	15.0%	14.3%	12.2%	10.6%	11.3%
45-49	90	88	83	71	64	26.4%	25.7%	24.8%	21.5%	19.6%
50-54	61	70	72	86	91	17.9%	20.4%	21.5%	26.1%	27.9%
55+	44	38	46	42	48	12.9%	11.1%	13.7%	12.7%	14.7%
Average Age	44.4	44.5	45.2	44.8	45.4					

Experience Distribution

Teachers by Experience

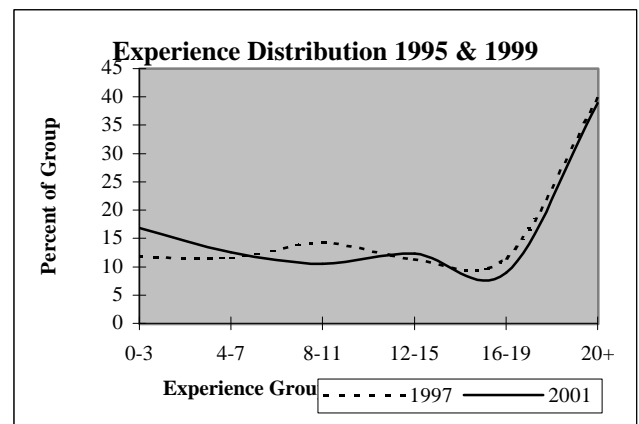
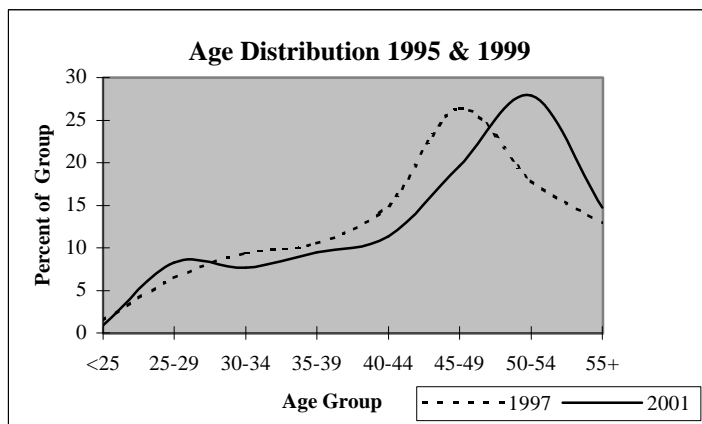
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	43	46	41	57	66	11.8%	12.3%	11.0%	15.0%	16.9%
4-7 Years	42	46	49	55	49	11.5%	12.3%	13.2%	14.5%	12.5%
8-11 Years	52	52	46	37	41	14.3%	13.9%	12.4%	9.7%	10.5%
12-15 Years	41	45	48	48	48	11.3%	12.1%	12.9%	12.6%	12.3%
16-19 Years	42	40	34	37	35	11.5%	10.7%	9.1%	9.7%	9.0%
20+ Years	144	144	154	146	152	39.6%	38.6%	41.4%	38.4%	38.9%
Average Experience	15.6	15.6	16.0	15.3	15.3					

District Report for: KINGSPORT

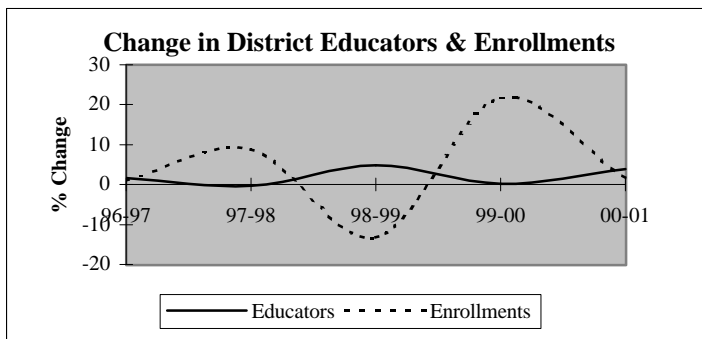
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	38	34	39	39	-	8.8%	7.8%	8.9%	8.7%	-
Attrition from Transfers	6	3	4	2	-	1.4%	0.7%	0.9%	0.4%	-
Attrition from Exits	32	31	35	37	-	7.4%	7.1%	8.0%	8.3%	-
Teacher Attrition	28	29	33	31	-	7.7%	7.8%	8.9%	8.2%	-
Attrition from Transfers	3	3	3	1	-	0.8%	0.8%	0.8%	0.3%	-
Attrition from Exits	25	26	30	30	-	6.9%	7.0%	8.1%	7.9%	-
District Retention										
Educator Retention	393	404	400	407	-	91.2%	92.2%	91.1%	91.3%	-
Teacher Retention	336	344	339	349	-	92.3%	92.2%	91.1%	91.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	62.1%	10.6%	27.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.5%	3.7%	14.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.8%	0.0%	13.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	85.7%	0.0%	14.3%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	86.0%	1.8%	12.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.3%	3.1%	4.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.8%	10.2%	12.6%	16.0%	16.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.8%	5.9%	6.6%	7.1%	7.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.7%	0.9%	1.1%	0.9%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	90.9%	91.6%	90.6%	89.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	8.2%	6.8%	8.5%	9.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: SUMNER COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.0	17.4	14.4	17.5	17.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	20.2	16.6	20.4	19.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	23	-4	69	2	59	-	-	-	-	-
% Change in Educators	1.6%	-0.3%	4.8%	0.1%	3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	242	2,062	-3,360	4,729	416	-	-	-	-	-
% Change in Enrollment:	1.1%	8.9%	-13.3%	21.7%	1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	0.4%	0.5%	0.8%	9.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.2%	4.0%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.5%	9.3%	8.9%	9.7%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	2.7%	3.0%	2.6%	2.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	5.0%	5.0%	4.6%	4.8%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.1%	36.7%	38.3%	40.0%	38.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.6	42.9	42.9	43.8	43.9	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	12.7	12.8	13.3	13.1	13.8	13.7	13.7	13.4	13.3
Average Salary	32,523	33,089	34,395	35,523	35,669	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.7%	3.1%	2.7%	3.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.4%	79.2%	77.3%	77.8%	77.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.2%	12.3%	12.4%	11.9%	12.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	7.9%	na	9.2%	10.2%	10.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	1.8%	2.0%	2.5%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

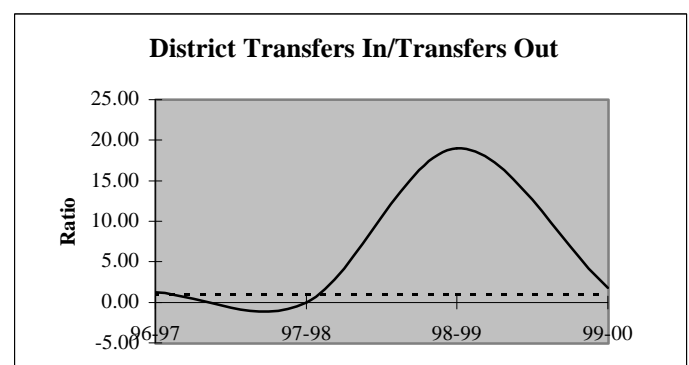
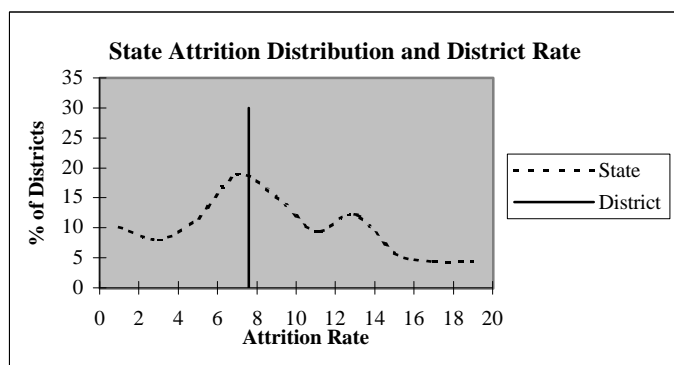
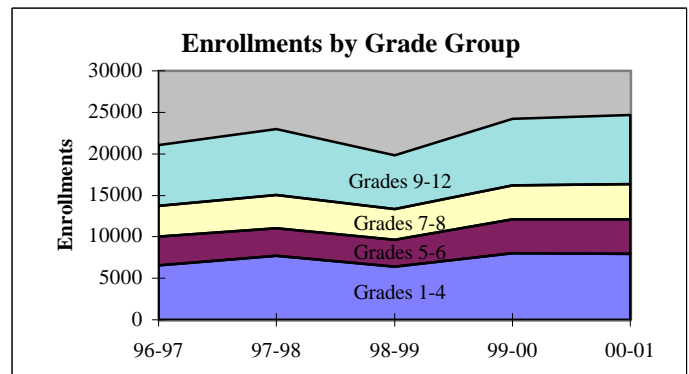
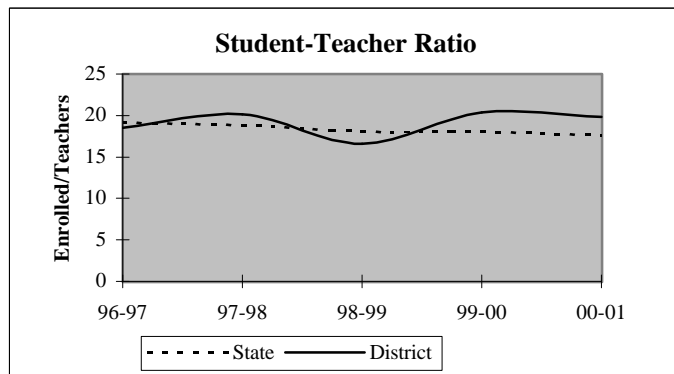
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,448	1,444	1,513	1,515	1,574	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,283	1,307	1,351	1,401	1,400	88.6%	90.5%	89.3%	92.5%	88.9%
Newly Hired	165	137	162	114	174	11.4%	9.5%	10.7%	7.5%	11.1%
Transfers In	20	14	19	9	18	12.1%	10.2%	11.7%	7.9%	10.3%
Reentrants	65	62	68	43	60	39.4%	45.3%	42.0%	37.7%	34.5%
First Time Educators	80	61	75	62	96	48.5%	44.5%	46.3%	54.4%	55.2%
Total Exiting Next Year	141	93	112	115	-	9.7%	6.4%	7.4%	7.6%	-
Transfers Out	16	0	1	5	-	11.3%	0.0%	0.9%	4.3%	-
Leave Tennessee Educ.	125	93	111	110	-	88.7%	100.0%	99.1%	95.7%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	9.7%	6.4%	7.4%	7.6%	-
Transfers In/Out	1.25	nc	19.00	1.80	-

District Report for: SUMNER COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,448	1,444	1,513	1,515	1,574	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	62	60	60	65	62	4.3%	4.2%	4.0%	4.3%	3.9%
Professional Staff	137	134	134	147	150	9.5%	9.3%	8.9%	9.7%	9.5%
Total Teachers	1,249	1,250	1,319	1,303	1,362	86.3%	86.6%	87.2%	86.0%	86.5%
Special Education	153	154	163	155	169	12.2%	12.3%	12.4%	11.9%	12.4%
Pre-K & Kindergarten	72	66	73	79	81	5.8%	5.3%	5.5%	6.1%	5.9%
Elementary (1-4)	402	399	417	417	441	32.2%	31.9%	31.6%	32.0%	32.4%
Middle School (5-6)	133	132	141	140	148	10.6%	10.6%	10.7%	10.7%	10.9%
Jr. High (7-8)	149	154	154	150	154	11.9%	12.3%	11.7%	11.5%	11.3%
High School (9-12)	340	345	371	362	369	27.2%	27.6%	28.1%	27.8%	27.1%
Business	4	7	7	6	6	1.2%	2.0%	1.9%	1.7%	1.6%
Language Arts	42	39	41	50	47	12.4%	11.3%	11.1%	13.8%	12.7%
Social Studies	37	32	36	39	40	10.9%	9.3%	9.7%	10.8%	10.8%
Foreign Language	18	15	16	20	20	5.3%	4.3%	4.3%	5.5%	5.4%
Mathematics	41	44	43	45	49	12.1%	12.8%	11.6%	12.4%	13.3%
Science	32	34	37	39	39	9.4%	9.9%	10.0%	10.8%	10.6%
Vocational Education	89	93	95	95	97	26.2%	27.0%	25.6%	26.2%	26.3%
Other High School	77	81	96	68	71	22.6%	23.5%	25.9%	18.8%	19.2%

Total Enrollments	23,130	25,192	21,832	26,561	26,977	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,495	1,732	1,394	1,691	1,776	6.5%	6.9%	6.4%	6.4%	6.6%
Grades 1-4	6,543	7,690	6,426	8,037	7,922	28.3%	30.5%	29.4%	30.3%	29.4%
Grades 5-6	3,450	3,330	3,249	4,037	4,223	14.9%	13.2%	14.9%	15.2%	15.7%
Grades 7-8	3,747	3,998	3,643	4,092	4,211	16.2%	15.9%	16.7%	15.4%	15.6%
Grades 9-12	7,314	7,990	6,537	8,050	8,317	31.6%	31.7%	29.9%	30.3%	30.8%
Ungraded	581	452	583	654	528	2.5%	1.8%	2.7%	2.5%	2.0%



District Report for: SUMNER COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	62	60	60	65	62	4.5%	4.4%	4.3%	4.6%	4.3%
White - Females	22	21	22	25	23	35.5%	35.0%	36.7%	38.5%	37.1%
White - Males	37	36	35	37	36	59.7%	60.0%	58.3%	56.9%	58.1%
Black - Females	1	1	1	1	1	1.6%	1.7%	1.7%	1.5%	1.6%
Black - Males	2	2	2	2	2	3.2%	3.3%	3.3%	3.1%	3.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	132	130	127	137	140	9.6%	9.6%	9.1%	9.8%	9.7%
White - Females	120	117	115	125	129	90.9%	90.0%	90.6%	91.2%	92.1%
White - Males	10	11	11	11	10	7.6%	8.5%	8.7%	8.0%	7.1%
Black - Females	2	2	1	1	1	1.5%	1.5%	0.8%	0.7%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,177	1,165	1,213	1,203	1,246	85.8%	86.0%	86.6%	85.6%	86.0%
White - Females	929	923	943	946	986	78.9%	79.2%	77.7%	78.6%	79.1%
White - Males	218	210	232	224	222	18.5%	18.0%	19.1%	18.6%	17.8%
Black - Females	22	25	27	24	28	1.9%	2.1%	2.2%	2.0%	2.2%
Black - Males	5	4	7	6	8	0.4%	0.3%	0.6%	0.5%	0.6%
Other - Females	1	1	2	2	2	0.1%	0.1%	0.2%	0.2%	0.2%
Other - Males	2	2	2	1	0	0.2%	0.2%	0.2%	0.1%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	13	15	15	11	23	1.2%	1.4%	1.4%	1.1%	2.2%
25-29	138	119	126	101	92	12.9%	11.5%	11.8%	9.8%	8.9%
30-34	125	123	120	126	133	11.7%	11.8%	11.2%	12.2%	12.9%
35-39	108	112	133	122	118	10.1%	10.8%	12.4%	11.8%	11.4%
40-45	167	158	146	136	128	15.6%	15.2%	13.6%	13.2%	12.4%
45-49	230	213	199	178	155	21.5%	20.5%	18.6%	17.3%	15.0%
50-54	172	178	202	212	221	16.1%	17.1%	18.9%	20.6%	21.4%
55+	115	121	129	145	165	10.8%	11.6%	12.1%	14.1%	15.9%
Average Age	42.6	42.9	42.9	43.8	43.9					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	289	278	303	261	284	23.1%	22.2%	23.0%	20.0%	20.9%
4-7 Years	171	193	203	231	253	13.7%	15.4%	15.4%	17.7%	18.6%
8-11 Years	173	160	165	149	156	13.9%	12.8%	12.5%	11.4%	11.5%
12-15 Years	129	136	140	147	151	10.3%	10.9%	10.6%	11.3%	11.1%
16-19 Years	147	131	121	115	111	11.8%	10.5%	9.2%	8.8%	8.1%
20+ Years	340	352	387	400	407	27.2%	28.2%	29.3%	30.7%	29.9%
Average Experience	12.6	12.7	12.8	13.3	13.1					

District Report for: SUMNER COUNTY

Attrition

Educator Attrition

District Counts					District Rates				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
141	93	112	115	-	9.7%	6.4%	7.4%	7.6%	-

Attrition from Transfers

16 0 1 5 - 1.1% 0.0% 0.1% 0.3% -

Attrition from Exits

125 93 111 110 - 8.6% 6.4% 7.3% 7.3% -

Teacher Attrition

127	75	101	100	-	10.2%	6.0%	7.7%	7.7%	-
-----	----	-----	-----	---	-------	------	------	------	---

Attrition from Transfers

13 0 1 4 - 1.0% 0.0% 0.1% 0.3% -

Attrition from Exits

114 75 100 96 - 9.1% 6.0% 7.6% 7.4% -

District Retention

Educator Retention

1,307 1,351 1,401 1,400 - 90.3% 93.6% 92.6% 92.4% -

Teacher Retention

1,122 1,175 1,218 1,203 - 89.8% 94.0% 92.3% 92.3% -

Teacher Retention

5 Year Average Retention Rate

District Rates		
Retained	Transfer	Attrition

Statewide Rates			
Retained	Transfer	Total	Attrition

New Entrants 80.5% 0.2% 19.2%

78.6% 5.3% 83.9% 16.1%

1 Year of Experience 87.2% 1.7% 11.1%

84.3% 2.9% 87.2% 12.8%

2 Years of Experience 88.9% 0.6% 10.6%

86.1% 2.7% 88.8% 11.2%

3 Years of Experience 89.1% 0.9% 10.0%

87.3% 2.2% 89.6% 10.4%

4 Years of Experience 86.3% 1.4% 12.4%

88.4% 2.1% 90.5% 9.5%

5 Years of Experience 91.0% 0.4% 8.6%

89.6% 1.8% 91.4% 8.6%

Survey Data Quality

Incomplete Responses

District Percentages					Statewide Percentages				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01

Race 11.6% 15.0% 19.1% 19.4% 21.5% 8.7% 12.8% 16.1% 18.9% 19.5%

Sex 6.9% 9.8% 13.0% 10.8% 11.2% 4.6% 7.8% 10.1% 9.2% 8.7%

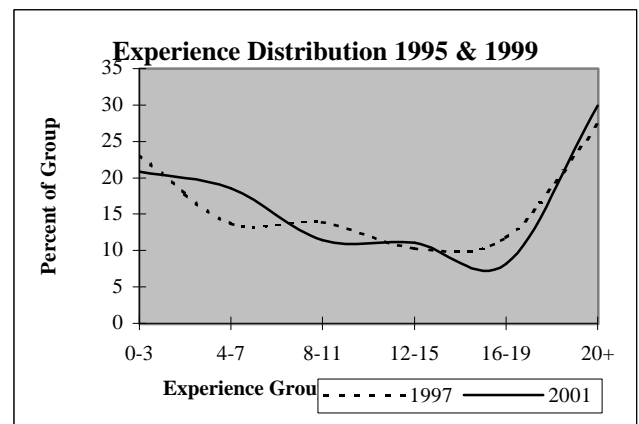
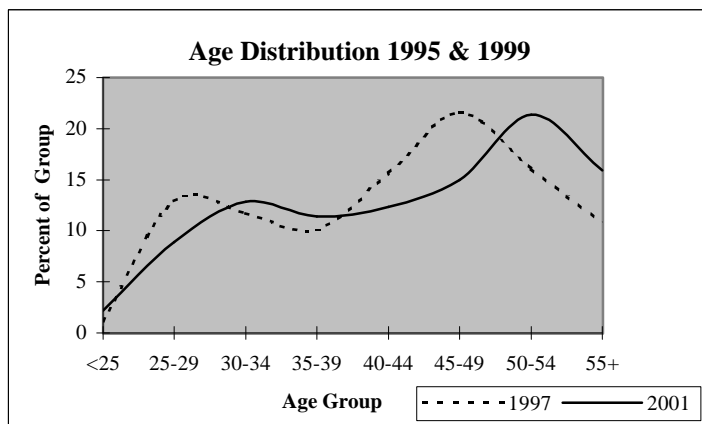
Experience Increment

% Increment by 0 1.6% 1.7% 1.2% 1.5% 1.3% 1.1% 1.1% 1.2% 1.2% 1.4%

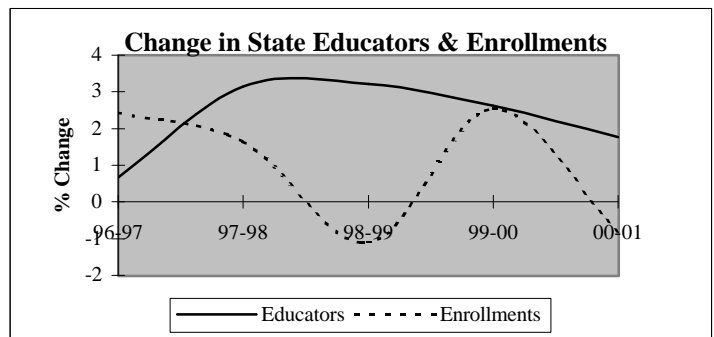
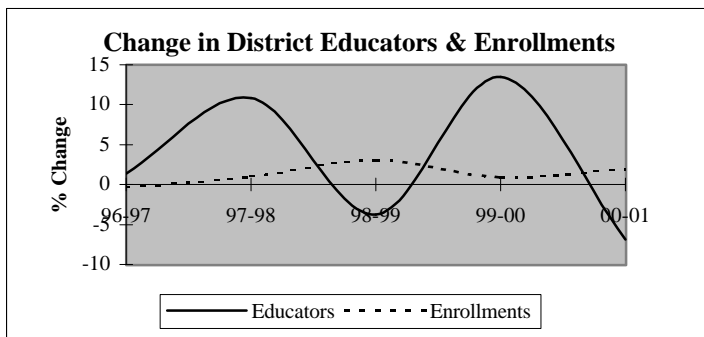
% Increment by 1 88.1% 89.5% 89.2% 91.3% 88.7% 90.2% 89.5% 89.2% 87.7% 88.0%

% Increment by 2 0.1% 0.2% 0.1% 0.2% 0.0% 0.1% 0.1% 0.1% 0.2% 0.3%

% Other Increment 10.3% 8.6% 9.6% 7.1% 10.0% 8.6% 9.3% 9.4% 11.0% 10.3%



District Report for: TIPTON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	18.4	16.8	18.0	16.0	17.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.1	19.0	20.4	18.2	20.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	57	-22	76	-44	-	-	-	-	-
% Change in Educators	1.3%	10.8%	-3.8%	13.5%	-6.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-40	94	298	88	194	-	-	-	-	-
% Change in Enrollment:	-0.4%	1.0%	3.0%	0.9%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.2%	0.0%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.1%	5.6%	5.5%	5.8%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	6.6%	6.2%	6.6%	6.6%	7.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	17.9%	16.3%	16.1%	15.7%	14.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	32.3%	34.4%	33.3%	30.6%	31.4%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.5%	39.4%	38.7%	43.2%	44.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.0	41.3	41.3	41.4	42.1	43.3	43.5	43.6	43.7	43.9
Average Experience	11.5	11.2	11.4	11.0	11.4	13.8	13.7	13.7	13.4	13.3
Average Salary	30,092	30,807	33,367	34,295	34,057	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	16.9%	15.1%	15.0%	14.6%	13.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.1%	78.1%	77.0%	77.7%	77.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.2%	13.4%	13.1%	14.6%	13.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	22.5%	na	21.6%	21.1%	21.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	1.4%	1.2%	1.1%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%

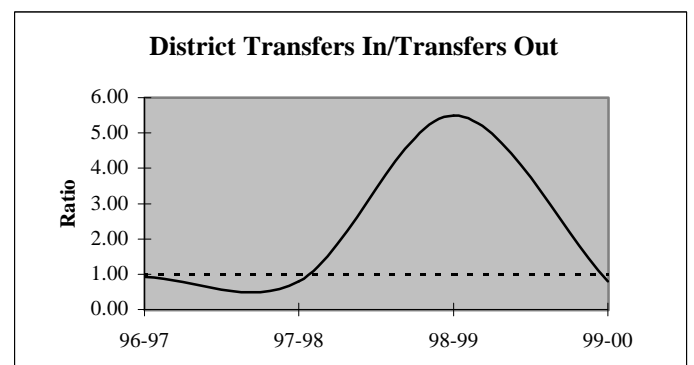
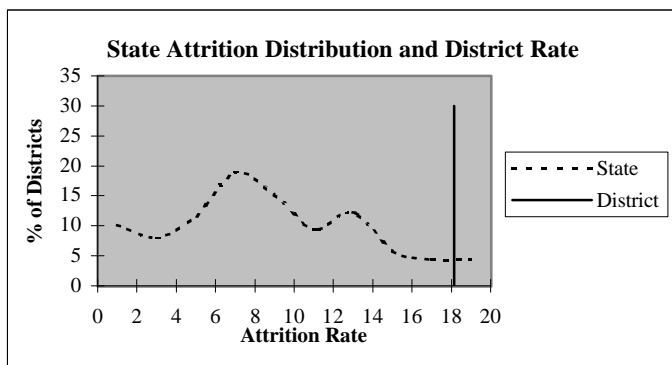
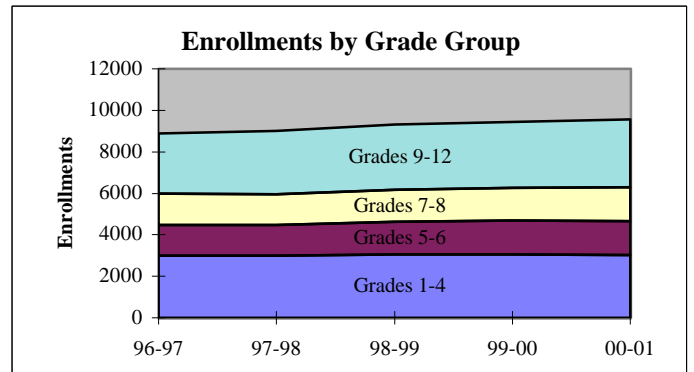
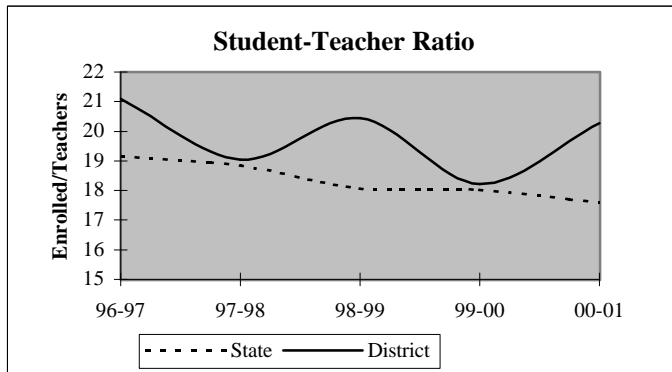
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	528	585	563	639	595	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	463	505	484	553	523	87.7%	86.3%	86.0%	86.5%	87.9%
Newly Hired	65	80	79	86	72	12.3%	13.7%	14.0%	13.5%	12.1%
Transfers In	11	15	11	15	7	16.9%	18.8%	13.9%	17.4%	9.7%
Reentrants	22	22	19	26	23	33.8%	27.5%	24.1%	30.2%	31.9%
First Time Educators	32	43	49	45	42	49.2%	53.8%	62.0%	52.3%	58.3%
Total Exiting Next Year	23	101	10	116	-	4.4%	17.3%	1.8%	18.2%	-
Transfers Out	12	19	2	19	-	52.2%	18.8%	20.0%	16.4%	-
Leave Tennessee Educ.	11	82	8	97	-	47.8%	81.2%	80.0%	83.6%	-

Dynamics Rates					
District Rates					
District Attrition	4.4%	17.3%	1.8%	18.2%	-
Transfers In/Out	0.92	0.79	5.50	0.79	-

District Report for: TIPTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	528	585	563	639	595	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	32	33	31	37	36	6.1%	5.6%	5.5%	5.8%	6.1%
Professional Staff	35	36	37	42	46	6.6%	6.2%	6.6%	6.6%	7.7%
Total Teachers	461	516	495	560	513	87.3%	88.2%	87.9%	87.6%	86.2%
Special Education	61	69	65	82	68	13.2%	13.4%	13.1%	14.6%	13.3%
Pre-K & Kindergarten	29	31	29	29	28	6.3%	6.0%	5.9%	5.2%	5.5%
Elementary (1-4)	147	157	149	165	162	31.9%	30.4%	30.1%	29.5%	31.6%
Middle School (5-6)	61	69	67	71	65	13.2%	13.4%	13.5%	12.7%	12.7%
Jr. High (7-8)	42	49	47	60	47	9.1%	9.5%	9.5%	10.7%	9.2%
High School (9-12)	121	141	138	153	143	26.2%	27.3%	27.9%	27.3%	27.9%
Business	5	6	4	6	6	4.1%	4.3%	2.9%	3.9%	4.2%
Language Arts	18	19	15	20	21	14.9%	13.5%	10.9%	13.1%	14.7%
Social Studies	18	17	19	17	15	14.9%	12.1%	13.8%	11.1%	10.5%
Foreign Language	6	8	8	9	7	5.0%	5.7%	5.8%	5.9%	4.9%
Mathematics	16	19	19	19	17	13.2%	13.5%	13.8%	12.4%	11.9%
Science	12	13	15	17	15	9.9%	9.2%	10.9%	11.1%	10.5%
Vocational Education	23	26	31	36	33	19.0%	18.4%	22.5%	23.5%	23.1%
Other High School	23	33	27	29	29	19.0%	23.4%	19.6%	19.0%	20.3%

Total Enrollments	9,727	9,821	10,119	10,207	10,401	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	689	687	685	649	702	7.1%	7.0%	6.8%	6.4%	6.7%
Grades 1-4	2,982	2,997	3,053	3,049	3,021	30.7%	30.5%	30.2%	29.9%	29.0%
Grades 5-6	1,506	1,481	1,563	1,625	1,637	15.5%	15.1%	15.4%	15.9%	15.7%
Grades 7-8	1,491	1,462	1,540	1,573	1,629	15.3%	14.9%	15.2%	15.4%	15.7%
Grades 9-12	2,913	3,060	3,160	3,199	3,284	29.9%	31.2%	31.2%	31.3%	31.6%
Ungraded	146	134	118	112	128	1.5%	1.4%	1.2%	1.1%	1.2%



District Report for: TIPTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	31	32	30	36	35	6.2%	5.8%	5.7%	6.0%	6.3%
White - Females	9	10	9	13	13	29.0%	31.3%	30.0%	36.1%	37.1%
White - Males	12	11	11	12	11	38.7%	34.4%	36.7%	33.3%	31.4%
Black - Females	3	3	3	3	3	9.7%	9.4%	10.0%	8.3%	8.6%
Black - Males	7	8	7	8	8	22.6%	25.0%	23.3%	22.2%	22.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	34	36	37	41	43	6.8%	6.5%	7.0%	6.8%	7.8%
White - Females	20	22	24	25	24	58.8%	61.1%	64.9%	61.0%	55.8%
White - Males	8	8	7	9	11	23.5%	22.2%	18.9%	22.0%	25.6%
Black - Females	5	5	5	6	7	14.7%	13.9%	13.5%	14.6%	16.3%
Black - Males	1	1	1	1	1	2.9%	2.8%	2.7%	2.4%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	437	485	461	522	474	87.1%	87.7%	87.3%	87.1%	85.9%
White - Females	284	320	303	348	323	65.0%	66.0%	65.7%	66.7%	68.1%
White - Males	79	92	89	98	89	18.1%	19.0%	19.3%	18.8%	18.8%
Black - Females	60	61	53	60	49	13.7%	12.6%	11.5%	11.5%	10.3%
Black - Males	14	12	14	14	12	3.2%	2.5%	3.0%	2.7%	2.5%
Other - Females	0	0	1	1	0	0.0%	0.0%	0.2%	0.2%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.2%	0.2%	0.2%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	9	9	8	14	11	2.3%	2.1%	2.0%	3.3%	2.8%
25-29	58	67	70	66	55	14.8%	16.0%	17.6%	15.5%	14.2%
30-34	57	54	48	65	51	14.5%	12.9%	12.1%	15.2%	13.2%
35-39	50	50	49	46	43	12.7%	11.9%	12.3%	10.8%	11.1%
40-45	61	65	60	59	57	15.5%	15.5%	15.1%	13.8%	14.7%
45-49	72	66	56	58	54	18.3%	15.8%	14.1%	13.6%	14.0%
50-54	48	65	62	70	62	12.2%	15.5%	15.6%	16.4%	16.0%
55+	38	43	45	49	54	9.7%	10.3%	11.3%	11.5%	14.0%
Average Age	41.0	41.3	41.3	41.4	42.1					

Experience Distribution

Teachers by Experience

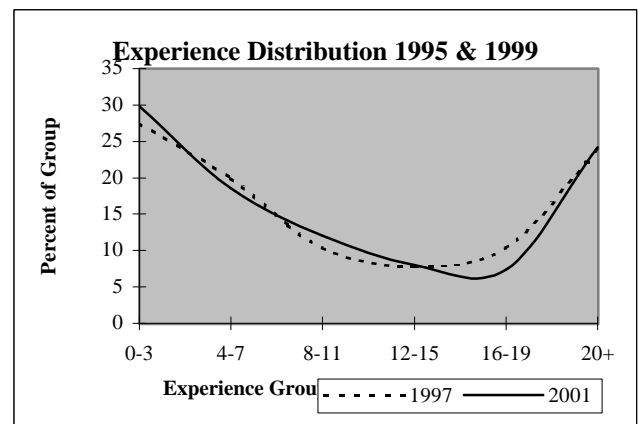
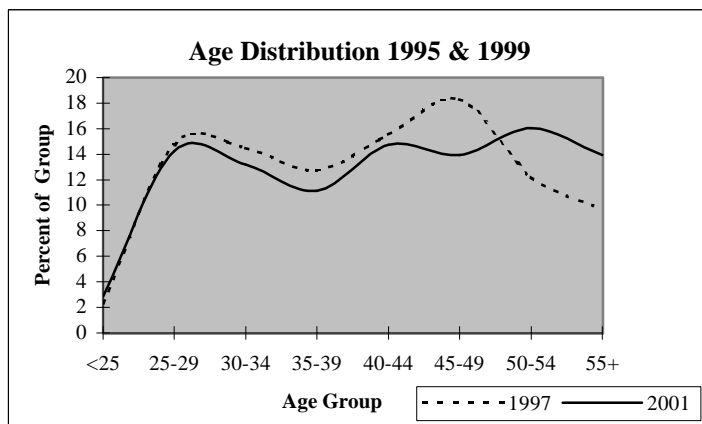
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	127	144	126	175	153	27.5%	27.9%	25.5%	31.3%	29.8%
4-7 Years	92	116	114	111	95	20.0%	22.5%	23.0%	19.8%	18.5%
8-11 Years	48	47	55	64	62	10.4%	9.1%	11.1%	11.4%	12.1%
12-15 Years	36	46	48	43	41	7.8%	8.9%	9.7%	7.7%	8.0%
16-19 Years	48	43	37	43	38	10.4%	8.3%	7.5%	7.7%	7.4%
20+ Years	110	120	115	124	124	23.9%	23.3%	23.2%	22.1%	24.2%
Average Experience	11.5	11.2	11.4	11.0	11.4					

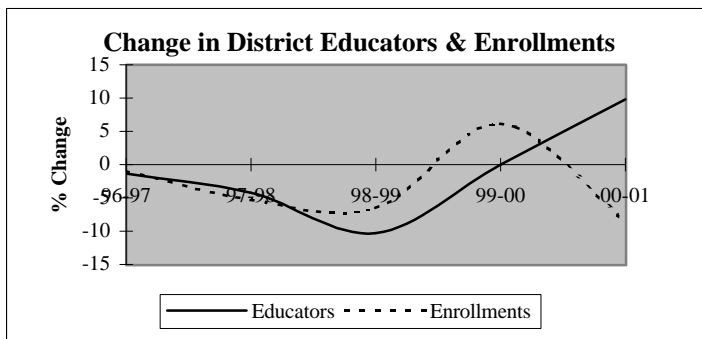
District Report for: TIPTON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	23	101	10	116	-	4.4%	17.3%	1.8%	18.2%	-
Attrition from Transfers	12	19	2	19	-	2.3%	3.2%	0.4%	3.0%	-
Attrition from Exits	11	82	8	97	-	2.1%	14.0%	1.4%	15.2%	-
Teacher Attrition	19	98	9	110	-	4.1%	19.0%	1.8%	19.6%	-
Attrition from Transfers	10	19	2	19	-	2.2%	3.7%	0.4%	3.4%	-
Attrition from Exits	9	79	7	91	-	2.0%	15.3%	1.4%	16.3%	-
District Retention										
Educator Retention	505	484	553	523	-	95.6%	82.7%	98.2%	81.8%	-
Teacher Retention	442	418	486	450	-	95.9%	81.0%	98.2%	80.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.2%	2.0%	15.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.0%	3.8%	18.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	79.3%	4.5%	16.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	82.6%	5.8%	11.6%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.4%	3.6%	5.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.6%	2.0%	9.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	11.0%	16.1%	21.0%	24.1%	23.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.8%	10.4%	12.4%	12.0%	9.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.5%	0.7%	0.9%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	88.2%	87.0%	86.5%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.4%	11.3%	12.3%	11.6%	10.9%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.5	15.3	16.0	16.9	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	18.3	19.1	20.3	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-1	-3	-7	0	6	-	-	-	-	-
% Change in Educators	-1.4%	-4.2%	-10.3%	0.0%	9.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-11	-58	-68	60	-87	-	-	-	-	-
% Change in Enrollment:	-1.0%	-5.3%	-6.5%	6.2%	-8.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	11.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	5.9%	3.3%	4.9%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	10.3%	13.1%	11.5%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	18.8%	19.0%	20.7%	29.3%	31.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	25.0%	25.0%	50.0%	66.7%	66.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	50.0%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	42.8	41.2	42.3	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.4	12.0	11.6	11.0	11.5	13.8	13.7	13.7	13.4	13.3
Average Salary	31,176	30,651	32,851	34,314	33,988	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	20.7%	19.2%	20.8%	29.2%	30.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.3%	82.5%	86.3%	80.4%	84.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.0%	12.3%	7.8%	13.7%	12.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	79.0%	na	87.5%	87.7%	87.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.7%	2.5%	1.5%	1.9%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

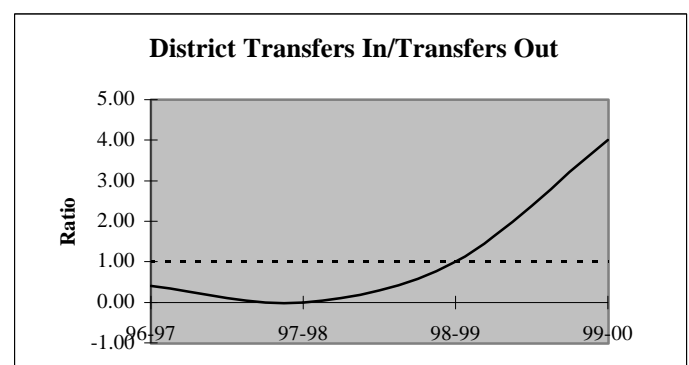
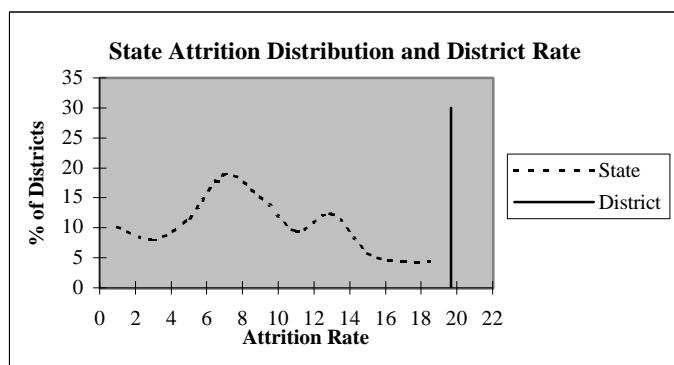
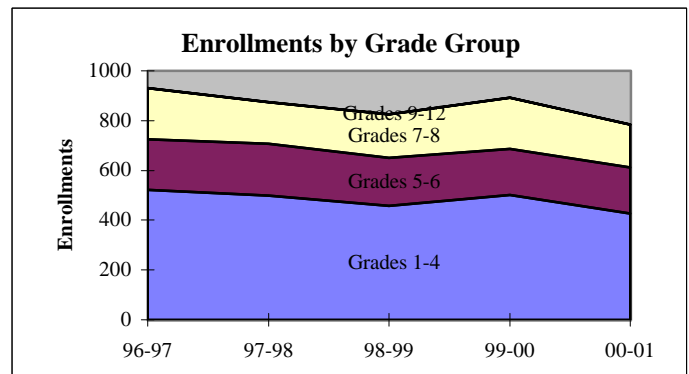
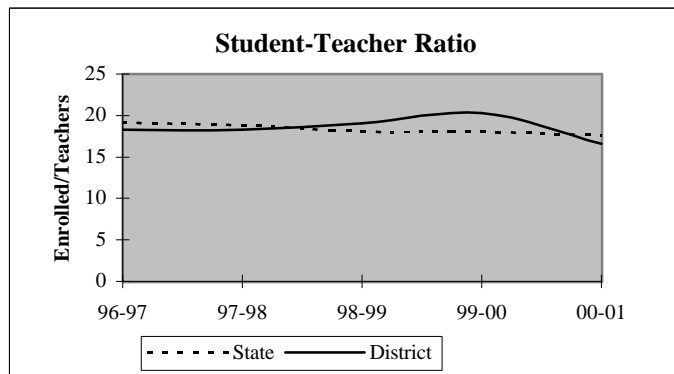
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	71	68	61	61	67	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	57	53	53	42	49	80.3%	77.9%	86.9%	68.9%	73.1%
Newly Hired	14	15	8	19	18	19.7%	22.1%	13.1%	31.1%	26.9%
Transfers In	2	1	2	4	2	14.3%	6.7%	25.0%	21.1%	11.1%
Reentrants	6	4	1	8	9	42.9%	26.7%	12.5%	42.1%	50.0%
First Time Educators	6	10	5	7	7	42.9%	66.7%	62.5%	36.8%	38.9%
Total Exiting Next Year	18	15	19	12	-	25.4%	22.1%	31.1%	19.7%	-
Transfers Out	5	0	2	1	-	27.8%	0.0%	10.5%	8.3%	-
Leave Tennessee Educ.	13	15	17	11	-	72.2%	100.0%	89.5%	91.7%	-

Dynamics Rates	District Rates				
District Attrition	25.4%	22.1%	31.1%	19.7%	-
Transfers In/Out	0.40	nc	1.00	4.00	-

District Report for: COVINGTON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	71	68	61	61	67	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	2	3	3	5.6%	5.9%	3.3%	4.9%	4.5%
Professional Staff	7	7	8	7	7	9.9%	10.3%	13.1%	11.5%	10.4%
Total Teachers	60	57	51	51	57	84.5%	83.8%	83.6%	83.6%	85.1%
Special Education	6	7	4	7	7	10.0%	12.3%	7.8%	13.7%	12.3%
Pre-K & Kindergarten	7	7	6	4	8	11.7%	12.3%	11.8%	7.8%	14.0%
Elementary (1-4)	28	25	27	22	24	46.7%	43.9%	52.9%	43.1%	42.1%
Middle School (5-6)	9	10	9	10	10	15.0%	17.5%	17.6%	19.6%	17.5%
Jr. High (7-8)	10	8	5	8	8	16.7%	14.0%	9.8%	15.7%	14.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	1,099	1,041	973	1,033	946	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	140	123	122	142	13.0%	13.4%	12.6%	11.8%	15.0%
Grades 1-4	522	499	457	501	428	47.5%	47.9%	47.0%	48.5%	45.2%
Grades 5-6	204	207	193	185	183	18.6%	19.9%	19.8%	17.9%	19.3%
Grades 7-8	205	169	176	205	174	18.7%	16.2%	18.1%	19.8%	18.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	25	26	24	20	19	2.3%	2.5%	2.5%	1.9%	2.0%



District Report for: COVINGTON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	4	2	3	3	5.8%	6.3%	3.4%	5.2%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	1	1	1	75.0%	75.0%	50.0%	33.3%	33.3%
Black - Females	1	1	1	1	1	25.0%	25.0%	50.0%	33.3%	33.3%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	7	7	8	7	7	10.1%	11.1%	13.8%	12.1%	11.1%
White - Females	7	6	7	6	5	100.0%	85.7%	87.5%	85.7%	71.4%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	1	1	1	2	0.0%	14.3%	12.5%	14.3%	28.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	58	52	48	48	53	84.1%	82.5%	82.8%	82.8%	84.1%
White - Females	39	35	32	28	33	67.2%	67.3%	66.7%	58.3%	62.3%
White - Males	7	7	6	6	4	12.1%	13.5%	12.5%	12.5%	7.5%
Black - Females	10	9	9	11	14	17.2%	17.3%	18.8%	22.9%	26.4%
Black - Males	2	1	1	3	2	3.4%	1.9%	2.1%	6.3%	3.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	3	0	1	2.1%	0.0%	8.1%	0.0%	2.6%
25-29	8	7	4	7	7	17.0%	17.9%	10.8%	19.4%	17.9%
30-34	2	4	7	4	3	4.3%	10.3%	18.9%	11.1%	7.7%
35-39	6	5	4	3	3	12.8%	12.8%	10.8%	8.3%	7.7%
40-45	7	3	3	6	5	14.9%	7.7%	8.1%	16.7%	12.8%
45-49	11	7	5	7	8	23.4%	17.9%	13.5%	19.4%	20.5%
50-54	3	7	6	6	8	6.4%	17.9%	16.2%	16.7%	20.5%
55+	9	6	5	3	4	19.1%	15.4%	13.5%	8.3%	10.3%
Average Age	42.9	42.8	41.2	42.3	43.2					

Experience Distribution

Teachers by Experience

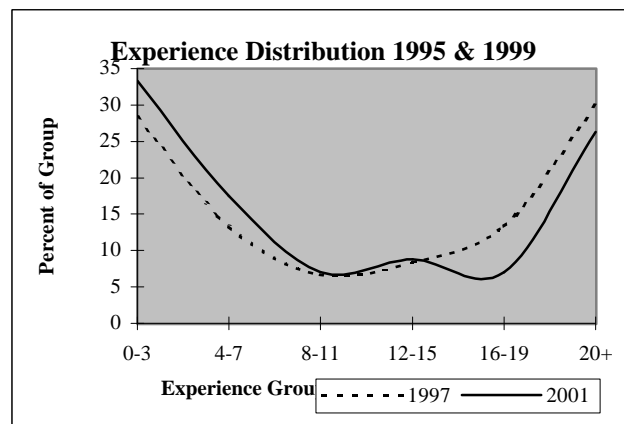
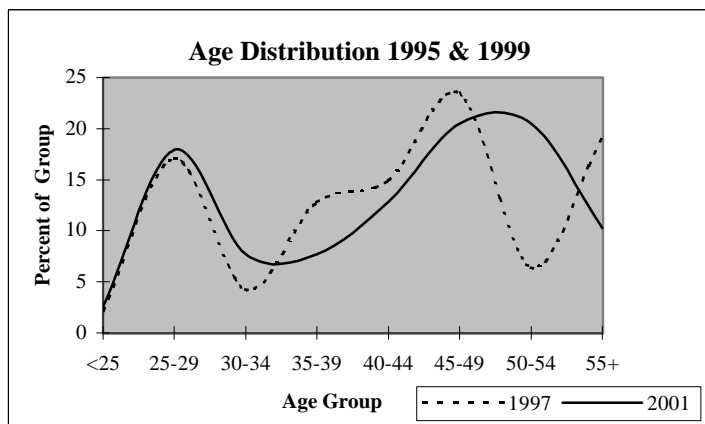
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	17	20	17	18	19	28.3%	35.1%	33.3%	35.3%	33.3%
4-7 Years	8	9	10	9	10	13.3%	15.8%	19.6%	17.6%	17.5%
8-11 Years	4	4	4	6	4	6.7%	7.0%	7.8%	11.8%	7.0%
12-15 Years	5	3	4	2	5	8.3%	5.3%	7.8%	3.9%	8.8%
16-19 Years	8	5	1	4	4	13.3%	8.8%	2.0%	7.8%	7.0%
20+ Years	18	16	15	12	15	30.0%	28.1%	29.4%	23.5%	26.3%
Average Experience	13.4	12.0	11.6	11.0	11.5					

District Report for: COVINGTON

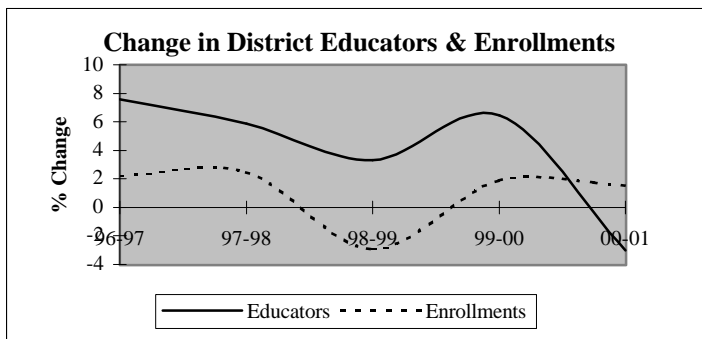
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	18	15	19	12	-	25.4%	22.1%	31.1%	19.7%	-
Attrition from Transfers	5	0	2	1	-	7.0%	0.0%	3.3%	1.6%	-
Attrition from Exits	13	15	17	11	-	18.3%	22.1%	27.9%	18.0%	-
Teacher Attrition	17	12	18	11	-	28.3%	21.1%	35.3%	21.6%	-
Attrition from Transfers	5	0	2	1	-	8.3%	0.0%	3.9%	2.0%	-
Attrition from Exits	12	12	16	10	-	20.0%	21.1%	31.4%	19.6%	-
District Retention										
Educator Retention	53	53	42	49	-	74.6%	77.9%	68.9%	80.3%	-
Teacher Retention	43	45	33	40	-	71.7%	78.9%	64.7%	78.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	50.0%	12.5%	37.5%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	58.3%	0.0%	41.7%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	70.6%	11.8%	17.6%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	66.7%	6.7%	26.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.7%	8.3%	0.0%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	78.6%	7.1%	14.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.5%	21.3%	25.7%	20.6%	18.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.3%	16.0%	19.0%	12.7%	17.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.8%	0.0%	0.0%	1.6%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	80.3%	79.4%	90.2%	73.8%	76.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	16.9%	20.6%	9.8%	24.6%	23.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: TROUSDALE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.2	14.7	13.8	13.2	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	17.7	16.5	15.6	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	6	5	3	6	-3	-	-	-	-	-
% Change in Educators	7.6%	5.9%	3.3%	6.5%	-3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	28	32	-39	24	20	-	-	-	-	-
% Change in Enrollment:	2.2%	2.5%	-2.9%	1.9%	1.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	2.2%	0.0%	3.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.9%	5.6%	5.4%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.6%	11.1%	10.8%	10.1%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.4%	2.3%	3.4%	3.2%	4.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	20.0%	20.0%	20.0%	20.0%	20.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	38.5	39.1	39.3	40.3	41.1	43.3	43.5	43.6	43.7	43.9
Average Experience	10.6	10.9	11.2	11.3	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	28,804	27,463	30,602	32,200	32,140	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.5%	1.4%	2.7%	2.5%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.8%	73.3%	71.8%	72.6%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.7%	10.7%	12.8%	14.3%	12.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.1%	na	12.9%	13.4%	12.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	0.9%	0.6%	0.5%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%

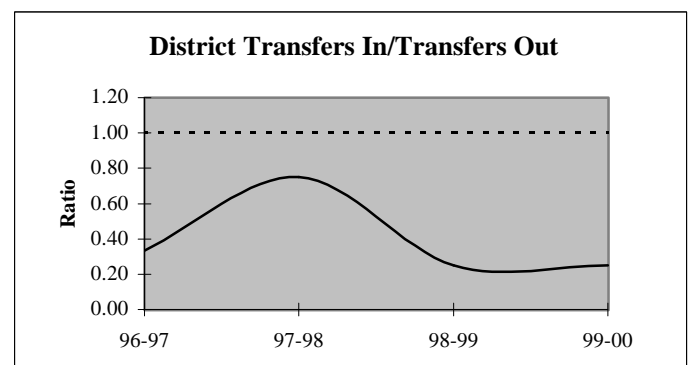
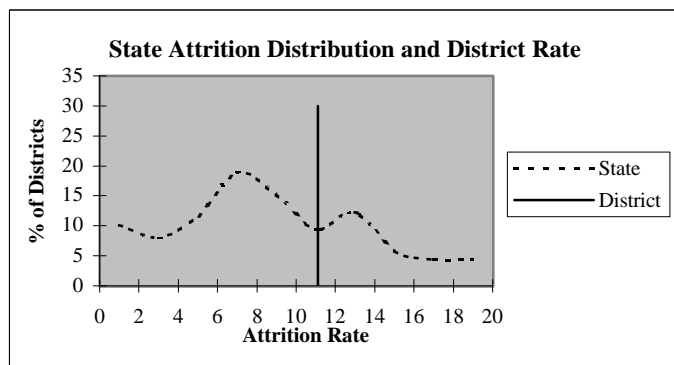
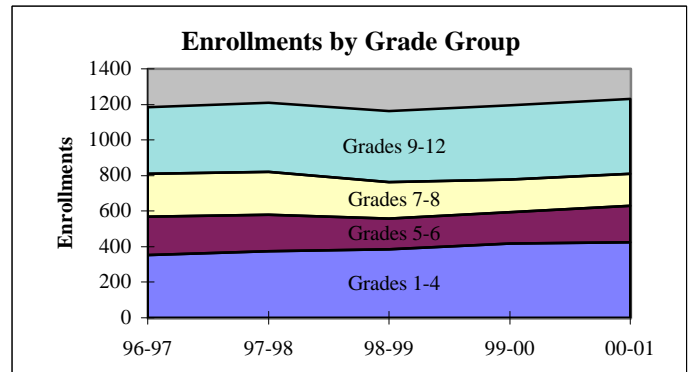
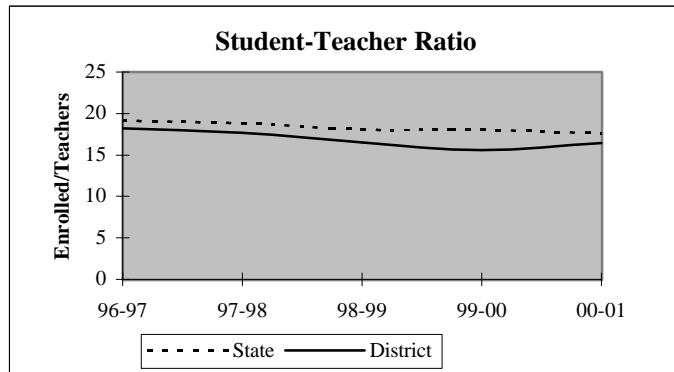
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	85	90	93	99	96	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	73	79	80	86	88	85.9%	87.8%	86.0%	86.9%	91.7%
Newly Hired	12	11	13	13	8	14.1%	12.2%	14.0%	13.1%	8.3%
Transfers In	1	3	1	1	1	8.3%	27.3%	7.7%	7.7%	12.5%
Reentrants	1	1	4	7	1	8.3%	9.1%	30.8%	53.8%	12.5%
First Time Educators	10	7	8	5	6	83.3%	63.6%	61.5%	38.5%	75.0%
Total Exiting Next Year	6	10	7	11	-	7.1%	11.1%	7.5%	11.1%	-
Transfers Out	3	4	4	4	-	50.0%	40.0%	57.1%	36.4%	-
Leave Tennessee Educ.	3	6	3	7	-	50.0%	60.0%	42.9%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	11.1%	7.5%	11.1%	-
Transfers In/Out	0.33	0.75	0.25	0.25	-

District Report for: TROUSDALE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	85	90	93	99	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	5.9%	5.6%	5.4%	5.1%	5.2%
Professional Staff	9	10	10	10	10	10.6%	11.1%	10.8%	10.1%	10.4%
Total Teachers	71	75	78	84	81	83.5%	83.3%	83.9%	84.8%	84.4%
Special Education	9	8	10	12	10	12.7%	10.7%	12.8%	14.3%	12.3%
Pre-K & Kindergarten	5	5	4	4	5	7.0%	6.7%	5.1%	4.8%	6.2%
Elementary (1-4)	23	24	27	30	29	32.4%	32.0%	34.6%	35.7%	35.8%
Middle School (5-6)	9	9	9	9	10	12.7%	12.0%	11.5%	10.7%	12.3%
Jr. High (7-8)	8	9	8	10	6	11.3%	12.0%	10.3%	11.9%	7.4%
High School (9-12)	17	20	20	19	21	23.9%	26.7%	25.6%	22.6%	25.9%
Business	0	1	1	1	1	0.0%	5.0%	5.0%	5.3%	4.8%
Language Arts	3	3	3	4	4	17.6%	15.0%	15.0%	21.1%	19.0%
Social Studies	1	2	2	2	3	5.9%	10.0%	10.0%	10.5%	14.3%
Foreign Language	1	1	1	1	1	5.9%	5.0%	5.0%	5.3%	4.8%
Mathematics	2	2	3	3	3	11.8%	10.0%	15.0%	15.8%	14.3%
Science	2	2	2	2	3	11.8%	10.0%	10.0%	10.5%	14.3%
Vocational Education	2	3	3	3	2	11.8%	15.0%	15.0%	15.8%	9.5%
Other High School	6	6	5	3	4	35.3%	30.0%	25.0%	15.8%	19.0%

Total Enrollments	1,294	1,326	1,287	1,311	1,331	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	106	110	108	94	7.6%	8.0%	8.5%	8.2%	7.1%
Grades 1-4	354	376	386	417	426	27.4%	28.4%	30.0%	31.8%	32.0%
Grades 5-6	215	203	172	176	203	16.6%	15.3%	13.4%	13.4%	15.3%
Grades 7-8	240	243	205	183	179	18.5%	18.3%	15.9%	14.0%	13.4%
Grades 9-12	376	386	400	420	424	29.1%	29.1%	31.1%	32.0%	31.9%
Ungraded	11	12	14	7	5	0.9%	0.9%	1.1%	0.5%	0.4%



District Report for: TROUSDALE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	5	5	5	5	5	6.1%	5.7%	5.6%	5.3%	5.4%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
White - Males	4	4	4	4	3	80.0%	80.0%	80.0%	80.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	10	10	10	10	11.0%	11.5%	11.2%	10.5%	10.9%
White - Females	8	8	8	8	7	88.9%	80.0%	80.0%	80.0%	70.0%
White - Males	1	2	2	2	3	11.1%	20.0%	20.0%	20.0%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	68	72	74	80	77	82.9%	82.8%	83.1%	84.2%	83.7%
White - Females	48	52	52	57	56	70.6%	72.2%	70.3%	71.3%	72.7%
White - Males	19	19	20	21	18	27.9%	26.4%	27.0%	26.3%	23.4%
Black - Females	1	1	1	1	1	1.5%	1.4%	1.4%	1.3%	1.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	2	0.0%	0.0%	1.4%	1.3%	2.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	3	1	1	2	8.3%	4.7%	1.5%	1.4%	3.0%
25-29	12	16	18	14	6	20.0%	25.0%	27.7%	20.3%	9.1%
30-34	5	5	7	11	16	8.3%	7.8%	10.8%	15.9%	24.2%
35-39	10	10	9	7	5	16.7%	15.6%	13.8%	10.1%	7.6%
40-45	5	4	4	8	11	8.3%	6.3%	6.2%	11.6%	16.7%
45-49	14	15	12	9	8	23.3%	23.4%	18.5%	13.0%	12.1%
50-54	7	8	10	15	12	11.7%	12.5%	15.4%	21.7%	18.2%
55+	2	3	4	4	6	3.3%	4.7%	6.2%	5.8%	9.1%
Average Age	38.5	39.1	39.3	40.3	41.1					

Experience Distribution

Teachers by Experience

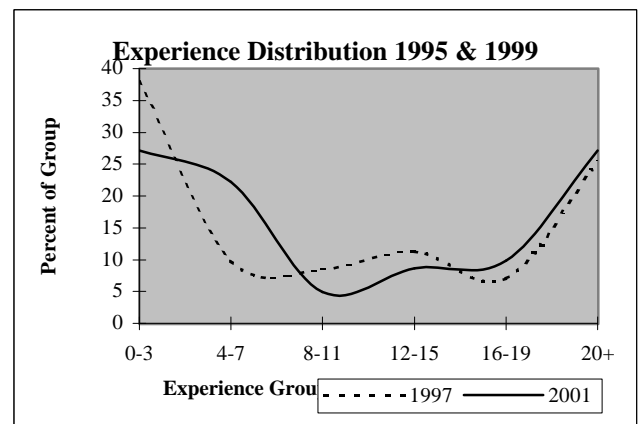
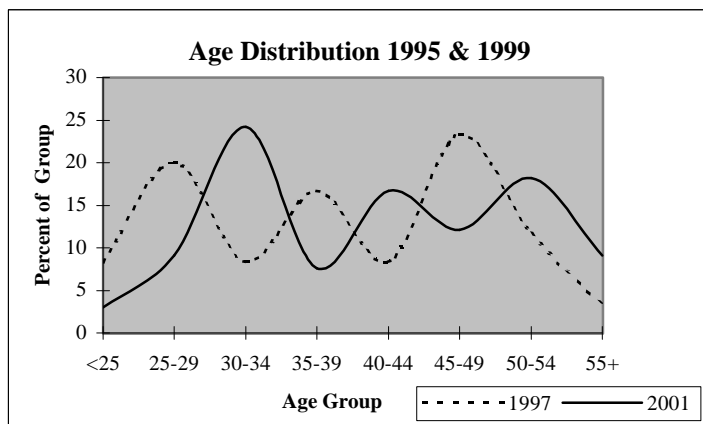
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	27	24	23	25	22	38.0%	32.0%	29.5%	29.8%	27.2%
4-7 Years	7	11	15	18	18	9.9%	14.7%	19.2%	21.4%	22.2%
8-11 Years	6	7	5	5	4	8.5%	9.3%	6.4%	6.0%	4.9%
12-15 Years	8	9	8	6	7	11.3%	12.0%	10.3%	7.1%	8.6%
16-19 Years	5	5	8	10	8	7.0%	6.7%	10.3%	11.9%	9.9%
20+ Years	18	19	19	20	22	25.4%	25.3%	24.4%	23.8%	27.2%
Average Experience	10.6	10.9	11.2	11.3	12.2					

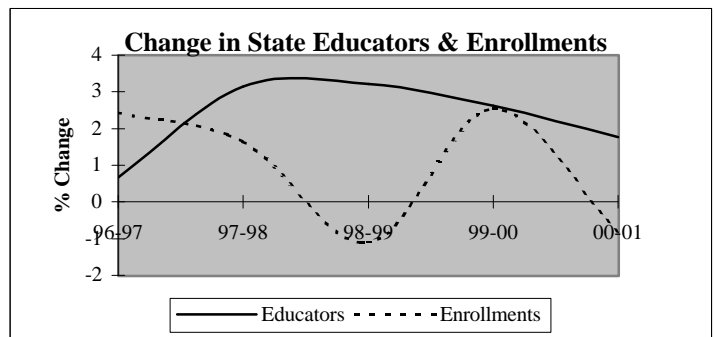
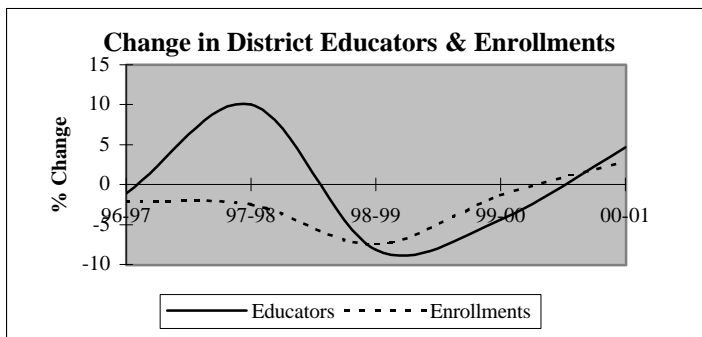
District Report for: TROUSDALE COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	10	7	11	-	7.1%	11.1%	7.5%	11.1%	-
Attrition from Transfers	3	4	4	4	-	3.5%	4.4%	4.3%	4.0%	-
Attrition from Exits	3	6	3	7	-	3.5%	6.7%	3.2%	7.1%	-
Teacher Attrition	6	9	7	11	-	8.5%	12.0%	9.0%	13.1%	-
Attrition from Transfers	3	4	4	4	-	4.2%	5.3%	5.1%	4.8%	-
Attrition from Exits	3	5	3	7	-	4.2%	6.7%	3.8%	8.3%	-
District Retention										
Educator Retention	79	80	86	88	-	92.9%	88.9%	92.5%	88.9%	-
Teacher Retention	65	66	71	73	-	91.5%	88.0%	91.0%	86.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	72.2%	13.9%	13.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	78.8%	15.2%	6.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	80.6%	9.7%	9.7%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	95.7%	4.3%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	90.5%	0.0%	9.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	88.2%	11.8%	0.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	18.0%	21.6%	23.6%	24.5%	21.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.0%	12.4%	13.2%	9.8%	11.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	1.0%	5.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.9%	90.0%	87.1%	86.9%	87.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	1.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	14.1%	8.9%	12.9%	12.1%	7.3%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.2	14.4	14.5	14.9	14.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	17.0	17.5	18.0	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	18	-16	-8	8	-	-	-	-	-
% Change in Educators	-1.1%	10.1%	-8.1%	-4.4%	4.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-61	-72	-213	-35	74	-	-	-	-	-
% Change in Enrollment:	-2.1%	-2.5%	-7.5%	-1.3%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	0.0%	0.0%	0.0%	3.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.0%	5.6%	6.1%	5.8%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.5%	9.6%	11.0%	11.0%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	2.1%	1.1%	1.2%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	22.2%	18.2%	18.2%	20.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.8	44.3	45.0	45.4	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.1	15.2	15.6	15.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,694	29,942	31,414	32,822	32,451	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.3%	2.4%	1.4%	1.4%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.1%	78.4%	77.3%	77.1%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.4%	14.4%	12.0%	13.2%	11.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.7%	na	3.4%	3.4%	3.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	3.1%	0.4%	3.1%	3.2%	1.7%	1.6%	1.8%	1.8%	1.8%

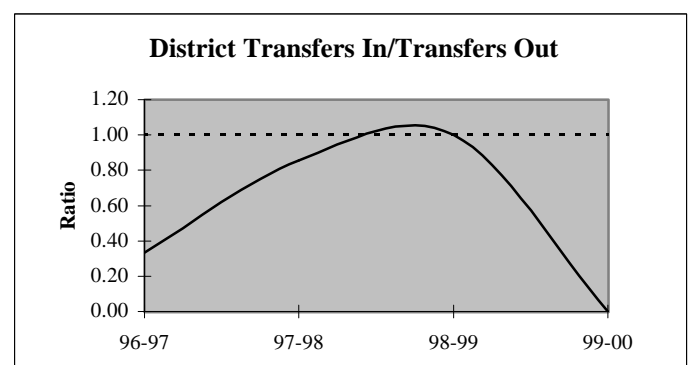
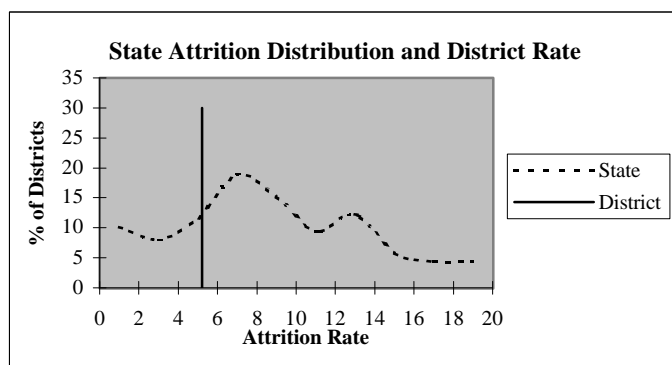
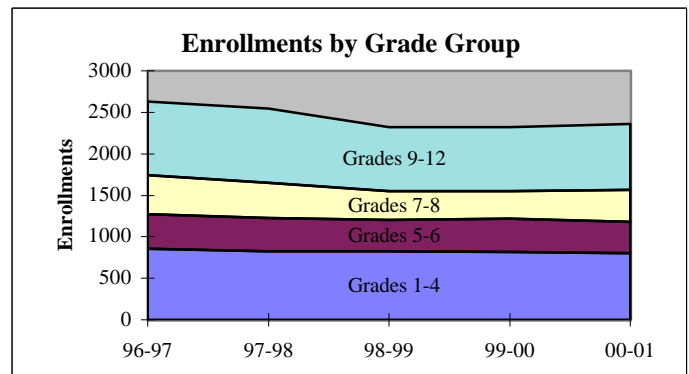
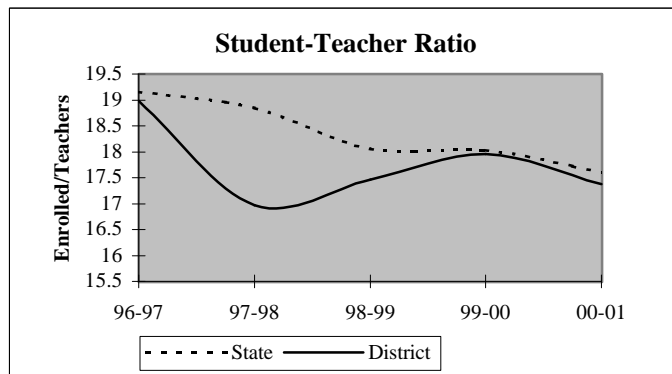
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	179	197	181	173	181	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	166	172	165	161	164	92.7%	87.3%	91.2%	93.1%	90.6%
Newly Hired	13	25	16	12	17	7.3%	12.7%	8.8%	6.9%	9.4%
Transfers In	2	6	1	2	1	15.4%	24.0%	6.3%	16.7%	5.9%
Reentrants	2	5	6	3	7	15.4%	20.0%	37.5%	25.0%	41.2%
First Time Educators	9	14	9	7	9	69.2%	56.0%	56.3%	58.3%	52.9%
Total Exiting Next Year	7	32	20	9	-	3.9%	16.2%	11.0%	5.2%	-
Transfers Out	6	7	1	0	-	85.7%	21.9%	5.0%	0.0%	-
Leave Tennessee Educ.	1	25	19	9	-	14.3%	78.1%	95.0%	100.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	3.9%	16.2%	11.0%	5.2%	-
Transfers In/Out	0.33	0.86	1.00	nc	-

District Report for: UNICOI COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	179	197	181	173	181	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	11	11	10	8	5.0%	5.6%	6.1%	5.8%	4.4%
Professional Staff	17	19	20	19	20	9.5%	9.6%	11.0%	11.0%	11.0%
Total Teachers	153	167	150	144	153	85.5%	84.8%	82.9%	83.2%	84.5%
Special Education	19	24	18	19	18	12.4%	14.4%	12.0%	13.2%	11.8%
Pre-K & Kindergarten	12	11	12	12	15	7.8%	6.6%	8.0%	8.3%	9.8%
Elementary (1-4)	51	52	44	45	45	33.3%	31.1%	29.3%	31.3%	29.4%
Middle School (5-6)	16	18	16	15	14	10.5%	10.8%	10.7%	10.4%	9.2%
Jr. High (7-8)	19	22	20	18	19	12.4%	13.2%	13.3%	12.5%	12.4%
High School (9-12)	36	40	40	35	42	23.5%	24.0%	26.7%	24.3%	27.5%
Business	1	1	0	0	0	2.8%	2.5%	0.0%	0.0%	0.0%
Language Arts	5	3	4	3	5	13.9%	7.5%	10.0%	8.6%	11.9%
Social Studies	4	4	4	5	5	11.1%	10.0%	10.0%	14.3%	11.9%
Foreign Language	2	2	2	1	2	5.6%	5.0%	5.0%	2.9%	4.8%
Mathematics	4	5	5	5	4	11.1%	12.5%	12.5%	14.3%	9.5%
Science	3	2	4	3	4	8.3%	5.0%	10.0%	8.6%	9.5%
Vocational Education	12	12	14	12	15	33.3%	30.0%	35.0%	34.3%	35.7%
Other High School	5	11	7	6	7	13.9%	27.5%	17.5%	17.1%	16.7%

Total Enrollments	2,905	2,833	2,620	2,585	2,659	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	211	202	195	188	215	7.3%	7.1%	7.4%	7.3%	8.1%
Grades 1-4	856	824	823	820	803	29.5%	29.1%	31.4%	31.7%	30.2%
Grades 5-6	419	399	378	398	378	14.4%	14.1%	14.4%	15.4%	14.2%
Grades 7-8	470	425	347	332	388	16.2%	15.0%	13.2%	12.8%	14.6%
Grades 9-12	883	894	777	768	791	30.4%	31.6%	29.7%	29.7%	29.7%
Ungraded	66	89	100	79	84	2.3%	3.1%	3.8%	3.1%	3.2%



District Report for: UNICOI COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	9	11	11	10	8	5.1%	5.7%	6.3%	6.0%	4.6%
White - Females	2	2	2	2	2	22.2%	18.2%	18.2%	20.0%	25.0%
White - Males	7	9	9	8	6	77.8%	81.8%	81.8%	80.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	20	19	20	9.7%	9.8%	11.4%	11.4%	11.5%
White - Females	12	13	15	15	15	70.6%	68.4%	75.0%	78.9%	75.0%
White - Males	5	6	5	4	5	29.4%	31.6%	25.0%	21.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	149	164	145	138	146	85.1%	84.5%	82.4%	82.6%	83.9%
White - Females	118	128	113	108	114	79.2%	78.0%	77.9%	78.3%	78.1%
White - Males	29	32	30	28	31	19.5%	19.5%	20.7%	20.3%	21.2%
Black - Females	2	2	2	2	1	1.3%	1.2%	1.4%	1.4%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	2	0	0	0	0.0%	1.2%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	1	1	1	1	4.1%	0.6%	0.7%	0.8%	0.7%
25-29	12	16	14	10	11	8.2%	10.4%	10.0%	7.6%	8.0%
30-34	16	21	15	16	14	10.9%	13.6%	10.7%	12.1%	10.2%
35-39	16	13	15	13	16	10.9%	8.4%	10.7%	9.8%	11.7%
40-45	21	19	17	15	14	14.3%	12.3%	12.1%	11.4%	10.2%
45-49	35	35	28	25	24	23.8%	22.7%	20.0%	18.9%	17.5%
50-54	23	29	31	32	33	15.6%	18.8%	22.1%	24.2%	24.1%
55+	18	20	19	20	24	12.2%	13.0%	13.6%	15.2%	17.5%
Average Age	43.1	43.8	44.3	45.0	45.4					

Experience Distribution

Teachers by Experience

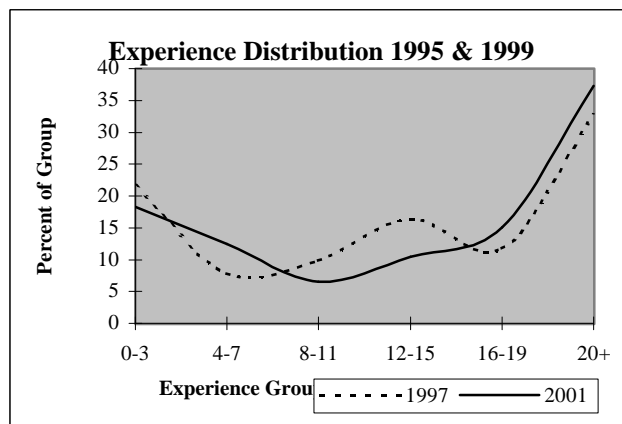
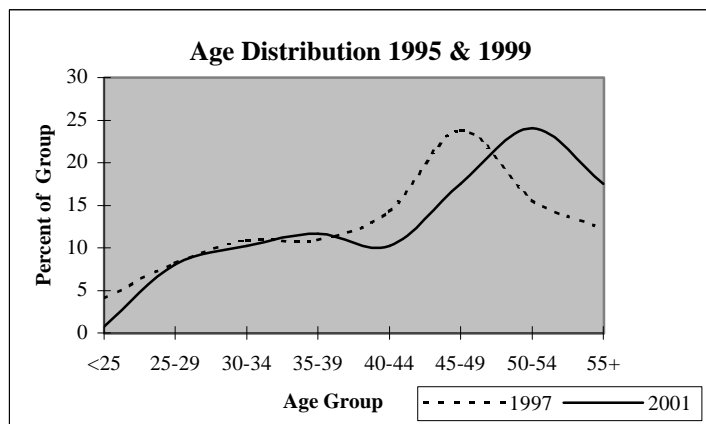
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	33	35	24	22	28	21.6%	21.0%	16.0%	15.3%	18.3%
4-7 Years	12	18	19	19	19	7.8%	10.8%	12.7%	13.2%	12.4%
8-11 Years	15	18	13	11	10	9.8%	10.8%	8.7%	7.6%	6.5%
12-15 Years	25	23	20	19	16	16.3%	13.8%	13.3%	13.2%	10.5%
16-19 Years	18	20	19	18	23	11.8%	12.0%	12.7%	12.5%	15.0%
20+ Years	50	53	55	55	57	32.7%	31.7%	36.7%	38.2%	37.3%
Average Experience	14.5	14.1	15.2	15.6	15.6					

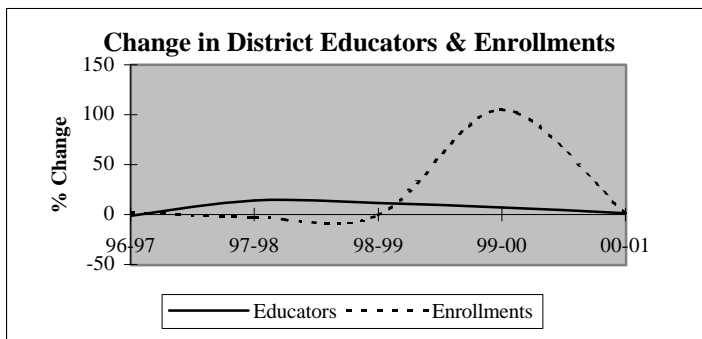
District Report for: UNICOI COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	32	20	9	-	3.9%	16.2%	11.0%	5.2%	-
Attrition from Transfers	6	7	1	0	-	3.4%	3.6%	0.6%	0.0%	-
Attrition from Exits	1	25	19	9	-	0.6%	12.7%	10.5%	5.2%	-
Teacher Attrition	7	30	16	6	-	4.6%	18.0%	10.7%	4.2%	-
Attrition from Transfers	6	6	0	0	-	3.9%	3.6%	0.0%	0.0%	-
Attrition from Exits	1	24	16	6	-	0.7%	14.4%	10.7%	4.2%	-
District Retention										
Educator Retention	172	165	161	164	-	96.1%	83.8%	89.0%	94.8%	-
Teacher Retention	146	137	134	138	-	95.4%	82.0%	89.3%	95.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	69.8%	11.6%	18.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	79.4%	8.8%	11.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	77.1%	2.9%	20.0%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	88.9%	3.7%	7.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.5%	0.0%	11.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.7%	0.0%	4.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.8%	12.3%	16.5%	13.8%	15.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	7.8%	12.7%	9.2%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	2.0%	1.7%	0.6%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.7%	88.3%	90.1%	93.1%	90.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	9.6%	8.3%	5.8%	8.8%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	9.0	7.7	6.8	13.1	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	10.7	9.0	7.9	15.1	14.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	25	23	16	3	-	-	-	-	-
% Change in Educators	-1.1%	14.3%	11.5%	7.2%	1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	29	-44	-11	1,605	37	-	-	-	-	-
% Change in Enrollment:	1.9%	-2.8%	-0.7%	105.2%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	1.0%	0.4%	1.3%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.3%	5.5%	4.9%	4.6%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.1%	9.0%	8.5%	8.4%	7.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.5%	0.9%	0.4%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	18.2%	18.2%	18.2%	18.2%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.9	40.5	40.3	41.4	43.1	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.2	10.2	10.4	10.5	13.8	13.7	13.7	13.4	13.3
Average Salary	27,743	27,262	28,385	31,104	30,427	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.6%	1.1%	0.5%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.1%	78.9%	78.8%	77.4%	73.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.5%	11.7%	13.0%	13.5%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.2%	0.3%	0.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.2%	1.5%	1.7%	1.2%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

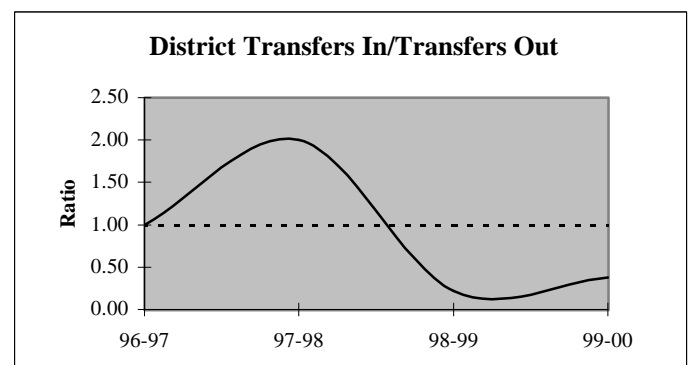
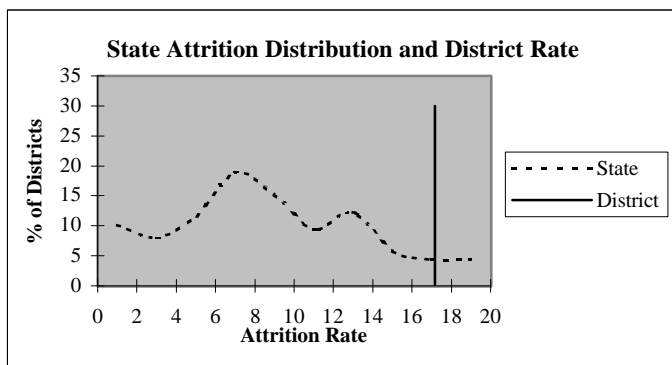
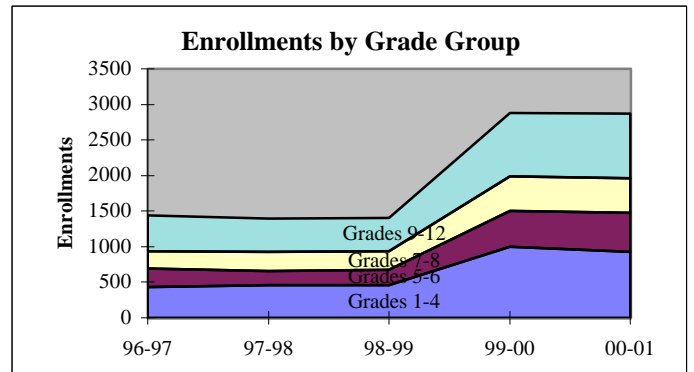
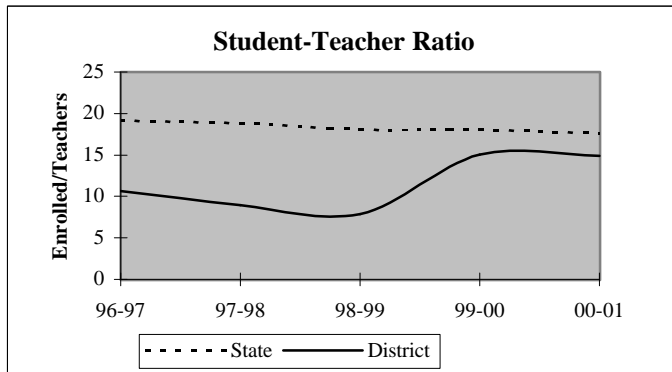
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	175	200	223	239	242	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	164	166	189	205	198	93.7%	83.0%	84.8%	85.8%	81.8%
Newly Hired	11	34	34	34	44	6.3%	17.0%	15.2%	14.2%	18.2%
Transfers In	2	6	2	6	5	18.2%	17.6%	5.9%	17.6%	11.4%
Reentrants	5	8	10	7	8	45.5%	23.5%	29.4%	20.6%	18.2%
First Time Educators	4	20	22	21	31	36.4%	58.8%	64.7%	61.8%	70.5%
Total Exiting Next Year	9	11	18	41	-	5.1%	5.5%	8.1%	17.2%	-
Transfers Out	2	3	9	16	-	22.2%	27.3%	50.0%	39.0%	-
Leave Tennessee Educ.	7	8	9	25	-	77.8%	72.7%	50.0%	61.0%	-

Dynamics Rates	District Rates				
District Attrition	5.1%	5.5%	8.1%	17.2%	-
Transfers In/Out	1.00	2.00	0.22	0.38	-

District Report for: UNION COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	175	200	223	239	242	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	10	6.3%	5.5%	4.9%	4.6%	4.1%
Professional Staff	16	18	19	20	19	9.1%	9.0%	8.5%	8.4%	7.9%
Total Teachers	148	171	193	208	213	84.6%	85.5%	86.5%	87.0%	88.0%
Special Education	17	20	25	28	25	11.5%	11.7%	13.0%	13.5%	11.7%
Pre-K & Kindergarten	11	10	13	13	10	7.4%	5.8%	6.7%	6.3%	4.7%
Elementary (1-4)	55	65	67	70	69	37.2%	38.0%	34.7%	33.7%	32.4%
Middle School (5-6)	16	17	17	22	27	10.8%	9.9%	8.8%	10.6%	12.7%
Jr. High (7-8)	12	13	18	18	25	8.1%	7.6%	9.3%	8.7%	11.7%
High School (9-12)	37	46	53	57	57	25.0%	26.9%	27.5%	27.4%	26.8%
Business	0	3	4	4	5	0.0%	6.5%	7.5%	7.0%	8.8%
Language Arts	4	5	6	8	6	10.8%	10.9%	11.3%	14.0%	10.5%
Social Studies	5	7	7	8	7	13.5%	15.2%	13.2%	14.0%	12.3%
Foreign Language	1	2	2	2	2	2.7%	4.3%	3.8%	3.5%	3.5%
Mathematics	5	5	5	5	6	13.5%	10.9%	9.4%	8.8%	10.5%
Science	3	3	4	7	4	8.1%	6.5%	7.5%	12.3%	7.0%
Vocational Education	9	9	10	11	11	24.3%	19.6%	18.9%	19.3%	19.3%
Other High School	10	12	15	12	16	27.0%	26.1%	28.3%	21.1%	28.1%

Total Enrollments	1,581	1,537	1,526	3,131	3,168	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	120	117	98	217	237	7.6%	7.6%	6.4%	6.9%	7.5%
Grades 1-4	430	457	462	997	928	27.2%	29.7%	30.3%	31.8%	29.3%
Grades 5-6	259	202	211	503	552	16.4%	13.1%	13.8%	16.1%	17.4%
Grades 7-8	248	271	259	485	481	15.7%	17.6%	17.0%	15.5%	15.2%
Grades 9-12	507	467	475	890	908	32.1%	30.4%	31.1%	28.4%	28.7%
Ungraded	17	23	21	39	62	1.1%	1.5%	1.4%	1.2%	2.0%



District Report for: UNION COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	11	11	11	10	6.4%	5.6%	5.1%	4.8%	4.4%
White - Females	2	2	2	2	2	18.2%	18.2%	18.2%	18.2%	20.0%
White - Males	9	9	9	9	8	81.8%	81.8%	81.8%	81.8%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	17	18	19	17	9.3%	8.7%	8.4%	8.3%	7.4%
White - Females	12	13	13	15	15	75.0%	76.5%	72.2%	78.9%	88.2%
White - Males	4	4	5	4	2	25.0%	23.5%	27.8%	21.1%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	145	167	186	200	202	84.3%	85.6%	86.5%	87.0%	88.2%
White - Females	118	132	149	159	154	81.4%	79.0%	80.1%	79.5%	76.2%
White - Males	27	34	35	40	45	18.6%	20.4%	18.8%	20.0%	22.3%
Black - Females	0	1	1	0	1	0.0%	0.6%	0.5%	0.0%	0.5%
Black - Males	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	3	2	1	0.7%	1.4%	2.0%	1.3%	0.7%
25-29	30	28	30	19	14	22.1%	19.0%	19.6%	12.8%	9.9%
30-34	18	23	24	28	23	13.2%	15.6%	15.7%	18.8%	16.3%
35-39	19	20	20	23	19	14.0%	13.6%	13.1%	15.4%	13.5%
40-45	16	18	19	19	19	11.8%	12.2%	12.4%	12.8%	13.5%
45-49	24	25	24	22	23	17.6%	17.0%	15.7%	14.8%	16.3%
50-54	17	17	22	20	24	12.5%	11.6%	14.4%	13.4%	17.0%
55+	11	14	11	16	18	8.1%	9.5%	7.2%	10.7%	12.8%
Average Age	39.9	40.5	40.3	41.4	43.1					

Experience Distribution

Teachers by Experience

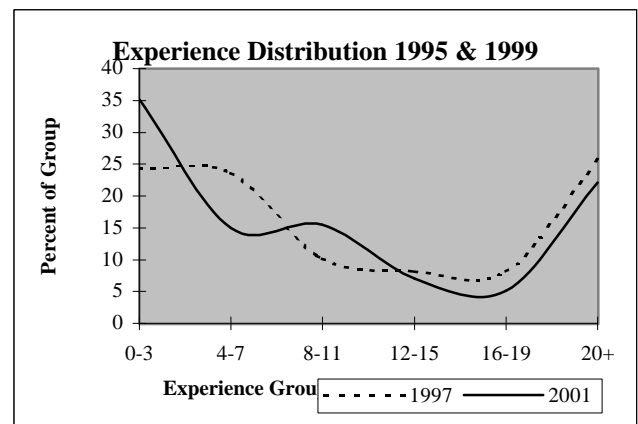
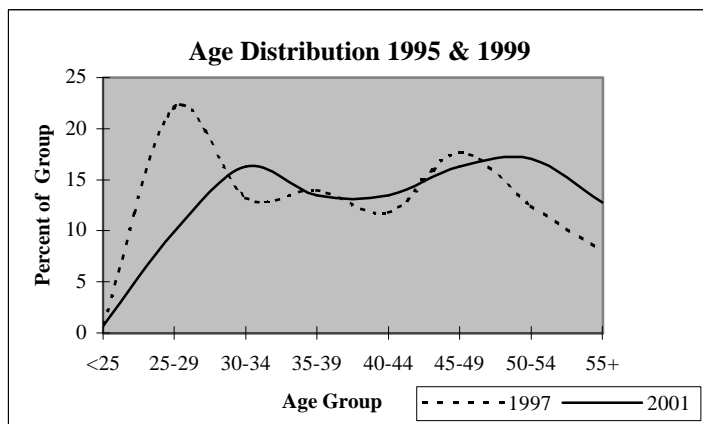
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	36	45	63	73	75	24.3%	26.3%	32.6%	35.1%	35.2%
4-7 Years	35	41	41	37	32	23.6%	24.0%	21.2%	17.8%	15.0%
8-11 Years	15	18	23	27	33	10.1%	10.5%	11.9%	13.0%	15.5%
12-15 Years	12	15	14	14	15	8.1%	8.8%	7.3%	6.7%	7.0%
16-19 Years	12	7	7	11	11	8.1%	4.1%	3.6%	5.3%	5.2%
20+ Years	38	45	45	46	47	25.7%	26.3%	23.3%	22.1%	22.1%
Average Experience	11.7	11.2	10.2	10.4	10.5					

District Report for: UNION COUNTY

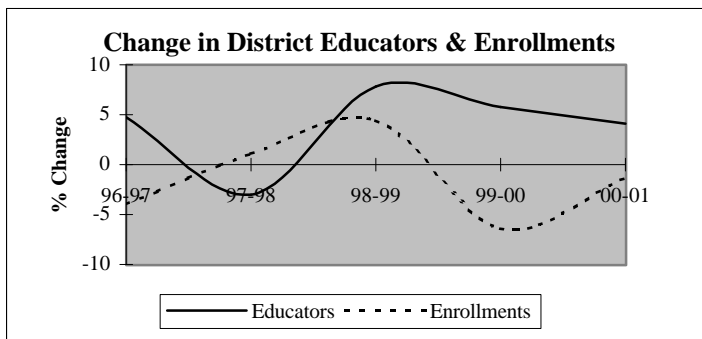
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	9	11	18	41	-	5.1%	5.5%	8.1%	17.2%	-
Attrition from Transfers	2	3	9	16	-	1.1%	1.5%	4.0%	6.7%	-
Attrition from Exits	7	8	9	25	-	4.0%	4.0%	4.0%	10.5%	-
Teacher Attrition	8	9	18	35	-	5.4%	5.3%	9.3%	16.8%	-
Attrition from Transfers	2	3	9	14	-	1.4%	1.8%	4.7%	6.7%	-
Attrition from Exits	6	6	9	21	-	4.1%	3.5%	4.7%	10.1%	-
District Retention										
Educator Retention	166	189	205	198	-	94.9%	94.5%	91.9%	82.8%	-
Teacher Retention	140	162	175	173	-	94.6%	94.7%	90.7%	83.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	77.2%	12.7%	10.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	90.6%	3.1%	6.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	78.8%	6.1%	15.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.1%	3.6%	5.4%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	87.0%	5.6%	7.4%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.5%	4.3%	4.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	5.3%	12.5%	20.3%	22.5%	20.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.6%	8.8%	15.5%	12.5%	9.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.3%	0.5%	1.8%	1.7%	3.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.6%	85.5%	83.4%	86.6%	80.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.1%	14.0%	14.3%	11.7%	16.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: VAN BUREN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	12.5	13.0	12.6	11.2	10.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.2	17.7	16.7	15.1	14.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	-2	5	4	3	-	-	-	-	-
% Change in Educators	4.8%	-3.0%	7.8%	5.8%	4.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-34	9	37	-56	-11	-	-	-	-	-
% Change in Enrollment:	-4.0%	1.1%	4.4%	-6.4%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	1.6%	2.9%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.1%	4.7%	4.3%	5.5%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	16.7%	21.9%	20.3%	20.5%	19.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	38.7	38.7	38.6	37.9	37.3	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.6	11.2	10.3	9.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,080	28,526	29,565	30,766	30,366	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.4%	80.9%	80.8%	77.8%	82.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.8%	8.5%	9.6%	9.3%	5.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.0%	na	0.1%	0.1%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.0%	0.0%	0.0%	0.1%	1.7%	1.6%	1.8%	1.8%	1.8%

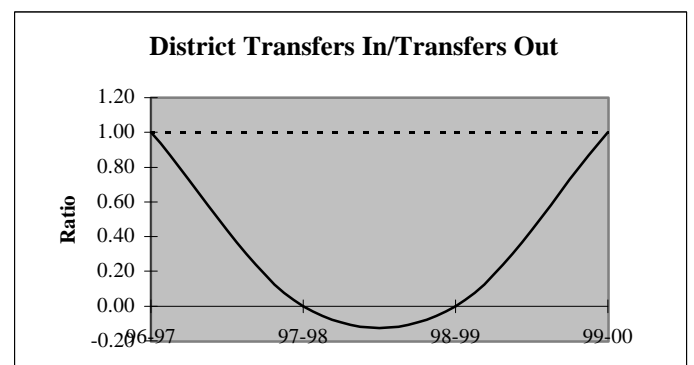
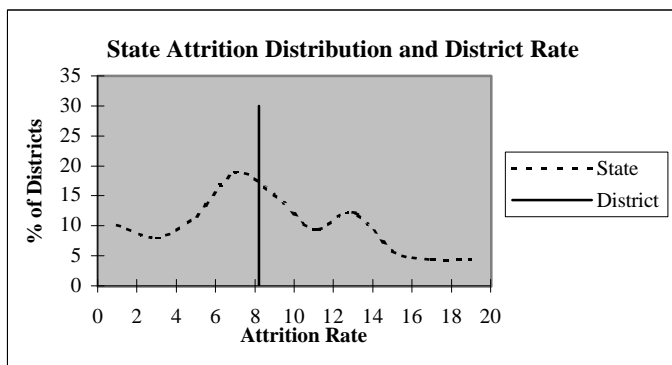
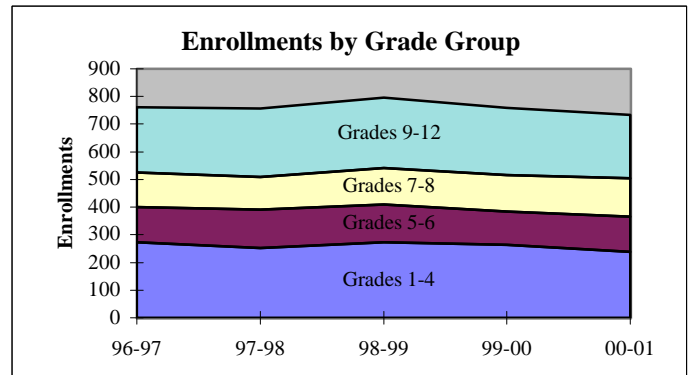
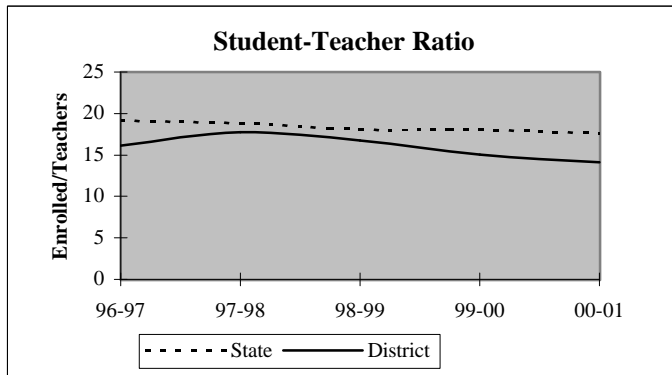
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	66	64	69	73	76	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	58	59	64	63	67	87.9%	92.2%	92.8%	86.3%	88.2%
Newly Hired	8	5	5	10	9	12.1%	7.8%	7.2%	13.7%	11.8%
Transfers In	2	1	0	2	3	25.0%	20.0%	0.0%	20.0%	33.3%
Reentrants	3	3	1	3	2	37.5%	60.0%	20.0%	30.0%	22.2%
First Time Educators	3	1	4	5	4	37.5%	20.0%	80.0%	50.0%	44.4%
Total Exiting Next Year	7	0	6	6	-	10.6%	0.0%	8.7%	8.2%	-
Transfers Out	2	0	3	2	-	28.6%	0.0%	50.0%	33.3%	-
Leave Tennessee Educ.	5	0	3	4	-	71.4%	0.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	10.6%	0.0%	8.7%	8.2%	-
Transfers In/Out	1.00	nc	0.00	1.00	-

District Report for: VAN BUREN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	66	64	69	73	76	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	3	4	4	6.1%	4.7%	4.3%	5.5%	5.3%
Professional Staff	11	14	14	15	15	16.7%	21.9%	20.3%	20.5%	19.7%
Total Teachers	51	47	52	54	57	77.3%	73.4%	75.4%	74.0%	75.0%
Special Education	4	4	5	5	3	7.8%	8.5%	9.6%	9.3%	5.3%
Pre-K & Kindergarten	4	4	5	4	4	7.8%	8.5%	9.6%	7.4%	7.0%
Elementary (1-4)	19	18	18	18	21	37.3%	38.3%	34.6%	33.3%	36.8%
Middle School (5-6)	4	5	7	10	9	7.8%	10.6%	13.5%	18.5%	15.8%
Jr. High (7-8)	5	3	3	3	5	9.8%	6.4%	5.8%	5.6%	8.8%
High School (9-12)	15	13	14	14	15	29.4%	27.7%	26.9%	25.9%	26.3%
Business	1	2	2	1	1	6.7%	15.4%	14.3%	7.1%	6.7%
Language Arts	1	2	2	2	2	6.7%	15.4%	14.3%	14.3%	13.3%
Social Studies	2	1	1	0	0	13.3%	7.7%	7.1%	0.0%	0.0%
Foreign Language	0	1	1	1	1	0.0%	7.7%	7.1%	7.1%	6.7%
Mathematics	3	1	1	2	3	20.0%	7.7%	7.1%	14.3%	20.0%
Science	1	1	1	1	1	6.7%	7.7%	7.1%	7.1%	6.7%
Vocational Education	3	3	3	5	4	20.0%	23.1%	21.4%	35.7%	26.7%
Other High School	4	2	3	2	3	26.7%	15.4%	21.4%	14.3%	20.0%

Total Enrollments	824	833	870	814	803	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	77	73	54	68	7.6%	9.2%	8.4%	6.6%	8.5%
Grades 1-4	273	252	272	264	239	33.1%	30.3%	31.3%	32.4%	29.8%
Grades 5-6	128	138	138	121	127	15.5%	16.6%	15.9%	14.9%	15.8%
Grades 7-8	124	120	131	132	138	15.0%	14.4%	15.1%	16.2%	17.2%
Grades 9-12	236	246	256	243	230	28.6%	29.5%	29.4%	29.9%	28.6%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.1%



District Report for: VAN BUREN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	4	3	3	4	4	6.2%	4.8%	4.5%	5.8%	5.5%
White - Females	0	0	0	2	2	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	4	3	3	2	2	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	13	13	14	14	15.4%	21.0%	19.7%	20.3%	19.2%
White - Females	7	8	8	9	9	70.0%	61.5%	61.5%	64.3%	64.3%
White - Males	3	5	5	5	5	30.0%	38.5%	38.5%	35.7%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	51	46	50	51	55	78.5%	74.2%	75.8%	73.9%	75.3%
White - Females	41	38	42	42	47	80.4%	82.6%	84.0%	82.4%	85.5%
White - Males	10	8	8	9	8	19.6%	17.4%	16.0%	17.6%	14.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	1	3	2	2.1%	0.0%	2.1%	6.4%	4.0%
25-29	9	9	9	7	11	18.8%	20.9%	19.1%	14.9%	22.0%
30-34	11	9	10	11	10	22.9%	20.9%	21.3%	23.4%	20.0%
35-39	7	5	7	9	12	14.6%	11.6%	14.9%	19.1%	24.0%
40-45	5	8	6	5	3	10.4%	18.6%	12.8%	10.6%	6.0%
45-49	8	5	7	3	3	16.7%	11.6%	14.9%	6.4%	6.0%
50-54	3	4	3	5	4	6.3%	9.3%	6.4%	10.6%	8.0%
55+	4	3	4	4	5	8.3%	7.0%	8.5%	8.5%	10.0%
Average Age	38.7	38.7	38.6	37.9	37.3					

Experience Distribution

Teachers by Experience

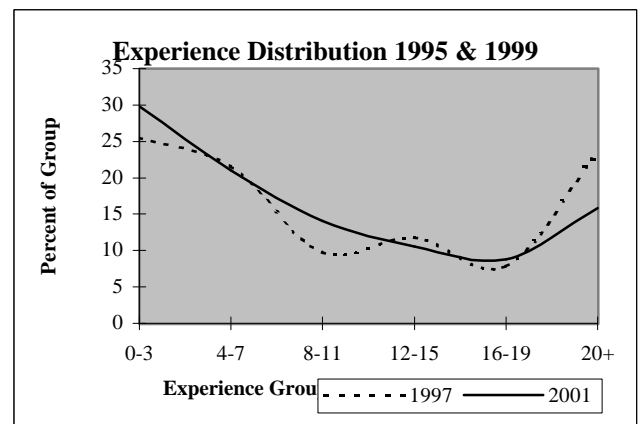
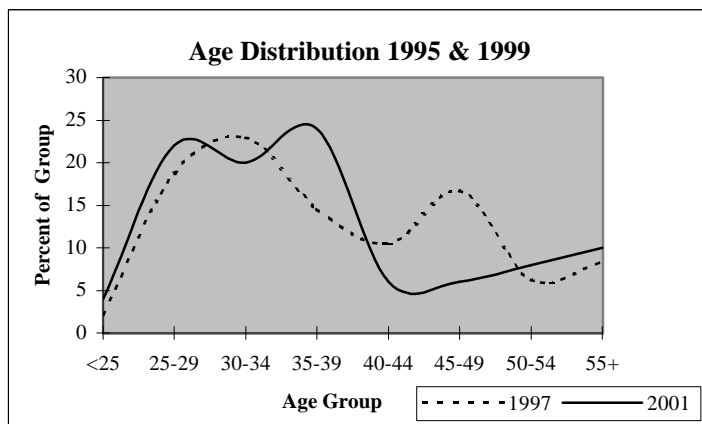
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	13	10	12	16	17	25.5%	21.3%	23.1%	29.6%	29.8%
4-7 Years	11	9	10	11	12	21.6%	19.1%	19.2%	20.4%	21.1%
8-11 Years	5	9	10	9	8	9.8%	19.1%	19.2%	16.7%	14.0%
12-15 Years	6	4	5	6	6	11.8%	8.5%	9.6%	11.1%	10.5%
16-19 Years	4	5	5	2	5	7.8%	10.6%	9.6%	3.7%	8.8%
20+ Years	12	10	10	10	9	23.5%	21.3%	19.2%	18.5%	15.8%
Average Experience	11.7	11.6	11.2	10.3	9.9					

District Report for: VAN BUREN COUNTY

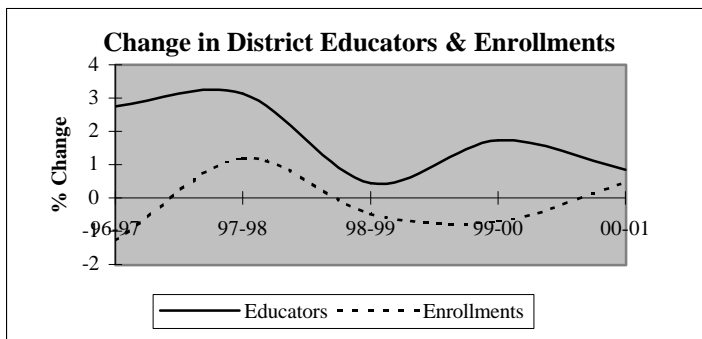
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	7	0	6	6	-	10.6%	0.0%	8.7%	8.2%	-
Attrition from Transfers	2	0	3	2	-	3.0%	0.0%	4.3%	2.7%	-
Attrition from Exits	5	0	3	4	-	7.6%	0.0%	4.3%	5.5%	-
Teacher Attrition	7	0	5	4	-	13.7%	0.0%	9.6%	7.4%	-
Attrition from Transfers	2	0	2	1	-	3.9%	0.0%	3.8%	1.9%	-
Attrition from Exits	5	0	3	3	-	9.8%	0.0%	5.8%	5.6%	-
District Retention										
Educator Retention	59	64	63	67	-	89.4%	100.0%	91.3%	91.8%	-
Teacher Retention	44	47	47	50	-	86.3%	100.0%	90.4%	92.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	88.2%	0.0%	11.8%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	88.2%	0.0%	11.8%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	75.0%	6.3%	18.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	100.0%	0.0%	0.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	85.7%	7.1%	7.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	84.6%	0.0%	15.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	10.5%	13.5%	20.3%	25.0%	23.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.3%	9.5%	14.9%	14.5%	14.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.5%	0.0%	0.0%	1.4%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	93.8%	91.3%	87.7%	90.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.1%	6.3%	8.7%	11.0%	7.9%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WARREN COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	14.8	14.5	14.4	14.0	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.3	16.8	16.7	16.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	12	14	2	8	4	-	-	-	-	-
% Change in Educators	2.8%	3.1%	0.4%	1.7%	0.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-86	79	-32	-47	31	-	-	-	-	-
% Change in Enrollment:	-1.3%	1.2%	-0.5%	-0.7%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.6%	1.1%	8.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.1%	4.1%	4.5%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.3%	9.8%	9.7%	9.1%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	1.1%	0.7%	0.6%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	5.3%	5.6%	5.6%	5.0%	5.6%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	36.8%	36.8%	38.1%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.5	42.9	43.0	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.8	13.9	14.4	14.5	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,912	31,106	32,398	34,022	33,529	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	1.0%	0.5%	0.5%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.0%	78.8%	78.9%	79.1%	78.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.7%	8.8%	8.8%	9.6%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.4%	na	7.6%	8.3%	8.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	1.5%	1.7%	1.0%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

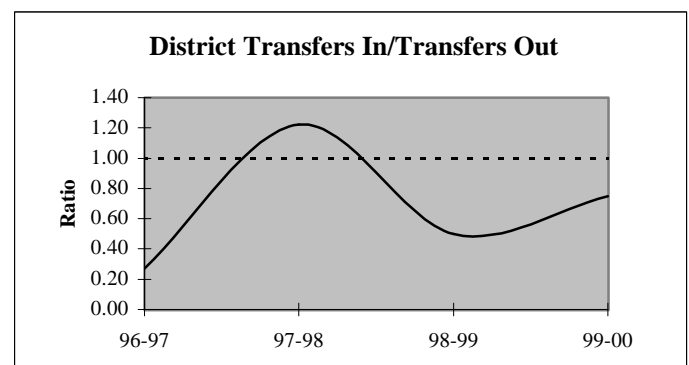
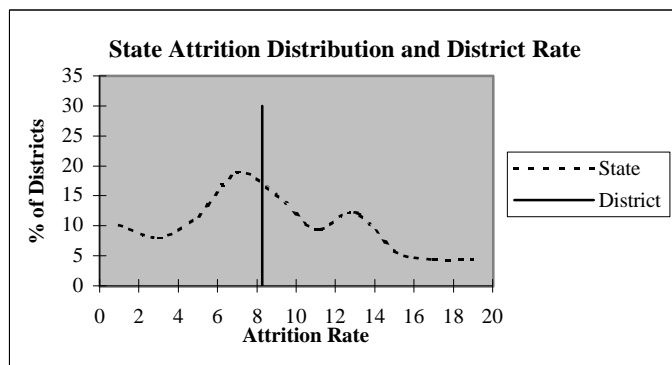
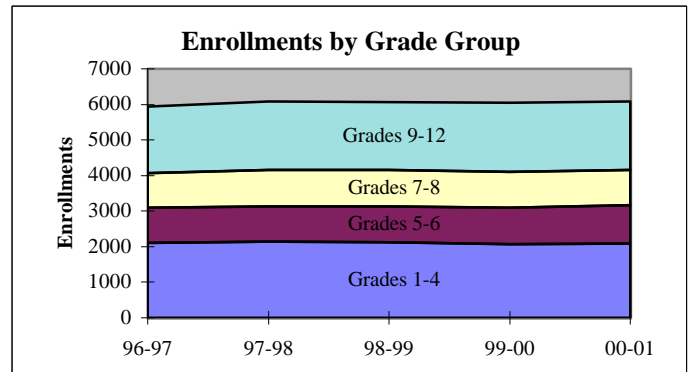
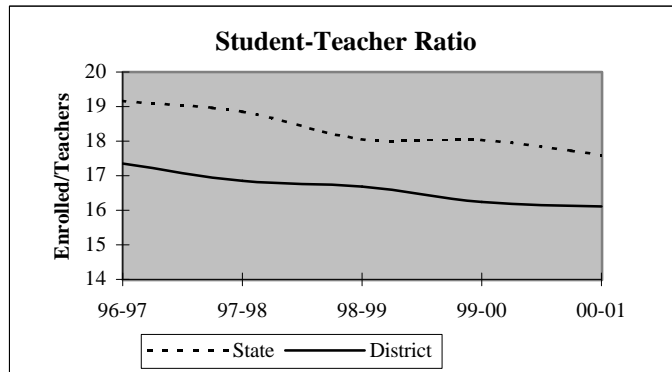
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	447	461	463	471	475	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	417	412	430	431	432	93.3%	89.4%	92.9%	91.5%	90.9%
Newly Hired	30	49	33	40	43	6.7%	10.6%	7.1%	8.5%	9.1%
Transfers In	3	11	5	6	3	10.0%	22.4%	15.2%	15.0%	7.0%
Reentrants	13	14	13	9	14	43.3%	28.6%	39.4%	22.5%	32.6%
First Time Educators	14	24	15	25	26	46.7%	49.0%	45.5%	62.5%	60.5%
Total Exiting Next Year	35	31	32	39	-	7.8%	6.7%	6.9%	8.3%	-
Transfers Out	11	9	10	8	-	31.4%	29.0%	31.3%	20.5%	-
Leave Tennessee Educ.	24	22	22	31	-	68.6%	71.0%	68.8%	79.5%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	7.8%	6.7%	6.9%	8.3%	-
Transfers In/Out	0.27	1.22	0.50	0.75	-

District Report for: WARREN COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	447	461	463	471	475	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	20	19	19	21	19	4.5%	4.1%	4.1%	4.5%	4.0%
Professional Staff	46	45	45	43	44	10.3%	9.8%	9.7%	9.1%	9.3%
Total Teachers	381	397	399	407	412	85.2%	86.1%	86.2%	86.4%	86.7%
Special Education	33	35	35	39	40	8.7%	8.8%	8.8%	9.6%	9.7%
Pre-K & Kindergarten	25	24	28	27	25	6.6%	6.0%	7.0%	6.6%	6.1%
Elementary (1-4)	137	146	145	154	156	36.0%	36.8%	36.3%	37.8%	37.9%
Middle School (5-6)	44	46	44	46	47	11.5%	11.6%	11.0%	11.3%	11.4%
Jr. High (7-8)	46	49	51	48	46	12.1%	12.3%	12.8%	11.8%	11.2%
High School (9-12)	96	97	96	93	98	25.2%	24.4%	24.1%	22.9%	23.8%
Business	4	4	4	3	3	4.2%	4.1%	4.2%	3.2%	3.1%
Language Arts	13	14	14	12	14	13.5%	14.4%	14.6%	12.9%	14.3%
Social Studies	12	13	13	11	11	12.5%	13.4%	13.5%	11.8%	11.2%
Foreign Language	6	4	4	4	4	6.3%	4.1%	4.2%	4.3%	4.1%
Mathematics	12	14	14	14	15	12.5%	14.4%	14.6%	15.1%	15.3%
Science	8	6	7	10	10	8.3%	6.2%	7.3%	10.8%	10.2%
Vocational Education	21	21	22	21	23	21.9%	21.6%	22.9%	22.6%	23.5%
Other High School	20	21	18	18	18	20.8%	21.6%	18.8%	19.4%	18.4%

Total Enrollments	6,608	6,687	6,655	6,608	6,639	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	526	510	506	500	494	8.0%	7.6%	7.6%	7.6%	7.4%
Grades 1-4	2,105	2,144	2,132	2,067	2,084	31.9%	32.1%	32.0%	31.3%	31.4%
Grades 5-6	987	993	995	1,027	1,081	14.9%	14.8%	15.0%	15.5%	16.3%
Grades 7-8	969	1,025	1,025	1,013	996	14.7%	15.3%	15.4%	15.3%	15.0%
Grades 9-12	1,881	1,912	1,907	1,936	1,923	28.5%	28.6%	28.7%	29.3%	29.0%
Ungraded	140	103	90	65	61	2.1%	1.5%	1.4%	1.0%	0.9%



District Report for: WARREN COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	19	18	18	20	18	4.3%	4.0%	4.0%	4.3%	3.9%
White - Females	7	6	6	7	5	36.8%	33.3%	33.3%	35.0%	27.8%
White - Males	11	11	11	12	12	57.9%	61.1%	61.1%	60.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.3%	5.6%	5.6%	5.0%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	46	45	45	43	44	10.5%	9.9%	9.9%	9.3%	9.5%
White - Females	39	38	39	36	38	84.8%	84.4%	86.7%	83.7%	86.4%
White - Males	7	7	6	7	6	15.2%	15.6%	13.3%	16.3%	13.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	375	390	391	399	399	85.2%	86.1%	86.1%	86.4%	86.6%
White - Females	295	306	308	315	315	78.7%	78.5%	78.8%	78.9%	78.9%
White - Males	77	80	81	82	82	20.5%	20.5%	20.7%	20.6%	20.6%
Black - Females	2	2	2	2	2	0.5%	0.5%	0.5%	0.5%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	0.3%	0.3%	0.0%	0.0%	0.0%
Other - Males	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	7	7	12	7	1.1%	1.9%	1.9%	3.2%	1.8%
25-29	43	47	47	35	42	11.9%	12.6%	12.6%	9.2%	10.9%
30-34	44	39	35	50	53	12.2%	10.5%	9.4%	13.2%	13.8%
35-39	37	37	39	38	43	10.3%	9.9%	10.5%	10.0%	11.2%
40-45	61	65	60	51	46	16.9%	17.4%	16.1%	13.5%	12.0%
45-49	85	80	75	70	64	23.6%	21.4%	20.2%	18.5%	16.7%
50-54	58	67	77	81	76	16.1%	18.0%	20.7%	21.4%	19.8%
55+	28	31	32	42	53	7.8%	8.3%	8.6%	11.1%	13.8%
Average Age	42.4	42.5	42.9	43.0	43.0					

Experience Distribution

Teachers by Experience

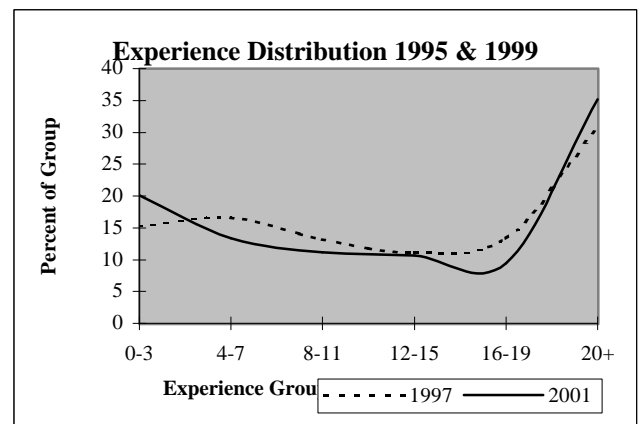
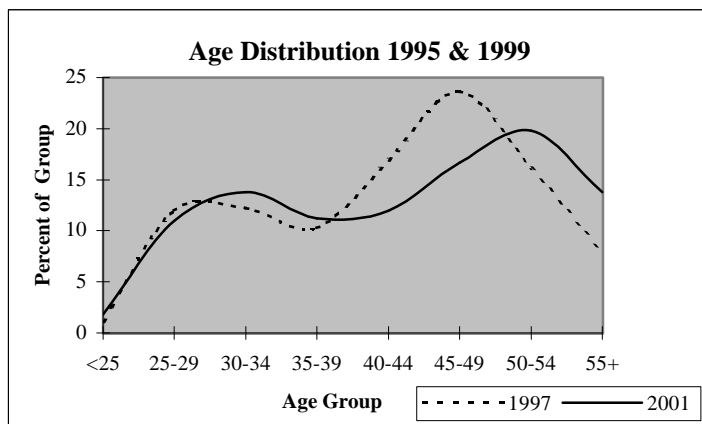
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	58	68	60	71	83	15.2%	17.1%	15.0%	17.4%	20.1%
4-7 Years	63	62	59	55	55	16.5%	15.6%	14.8%	13.5%	13.3%
8-11 Years	50	48	48	48	46	13.1%	12.1%	12.0%	11.8%	11.2%
12-15 Years	42	45	54	52	44	11.0%	11.3%	13.5%	12.8%	10.7%
16-19 Years	51	45	43	40	39	13.4%	11.3%	10.8%	9.8%	9.5%
20+ Years	117	129	135	141	145	30.7%	32.5%	33.8%	34.6%	35.2%
Average Experience	13.8	13.9	14.4	14.5	14.3					

District Report for: WARREN COUNTY

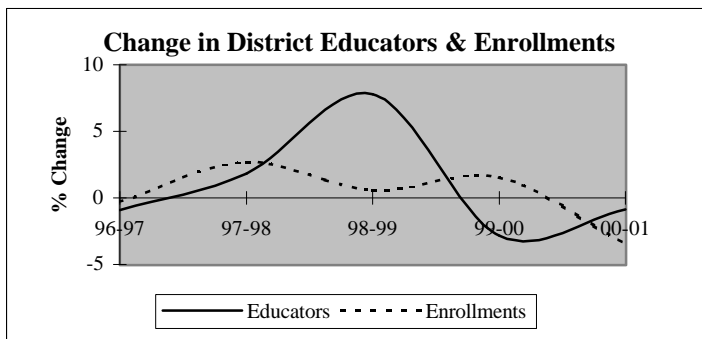
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	35	31	32	39	-	7.8%	6.7%	6.9%	8.3%	-
Attrition from Transfers	11	9	10	8	-	2.5%	2.0%	2.2%	1.7%	-
Attrition from Exits	24	22	22	31	-	5.4%	4.8%	4.8%	6.6%	-
Teacher Attrition	30	27	25	35	-	7.9%	6.8%	6.3%	8.6%	-
Attrition from Transfers	9	8	8	8	-	2.4%	2.0%	2.0%	2.0%	-
Attrition from Exits	21	19	17	27	-	5.5%	4.8%	4.3%	6.6%	-
District Retention										
Educator Retention	412	430	431	432	-	92.2%	93.3%	93.1%	91.7%	-
Teacher Retention	351	370	374	372	-	92.1%	93.2%	93.7%	91.4%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	82.1%	6.3%	11.6%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.8%	7.6%	7.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.7%	4.0%	9.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.9%	5.4%	2.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	93.2%	1.4%	5.5%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	91.5%	2.4%	6.1%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	6.5%	10.5%	15.2%	16.9%	20.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	8.0%	10.9%	8.4%	8.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.7%	0.9%	1.3%	2.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	90.0%	92.7%	91.1%	88.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	8.2%	6.5%	7.6%	8.8%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WASHINGTON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.2	16.4	15.3	16.0	15.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	19.2	17.8	18.5	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	10	43	-17	-5	-	-	-	-	-
% Change in Educators	-0.9%	1.8%	7.8%	-2.9%	-0.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-27	239	53	142	-318	-	-	-	-	-
% Change in Enrollment:	-0.3%	2.7%	0.6%	1.6%	-3.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	0.5%	0.7%	0.5%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.5%	4.4%	4.3%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.5%	10.3%	9.9%	9.2%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	1.3%	1.4%	1.4%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	4.0%	3.8%	4.0%	4.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	34.8%	36.0%	38.5%	36.0%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	44.4	44.1	44.6	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	15.8	15.3	14.9	14.9	15.3	13.8	13.7	13.7	13.4	13.3
Average Salary	33,218	33,339	41,649	35,711	35,416	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.3%	0.9%	0.8%	0.8%	1.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.9%	74.5%	75.0%	75.8%	76.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.3%	7.9%	8.6%	8.4%	9.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.9%	na	1.9%	2.0%	2.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.4%	1.6%	1.0%	1.9%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

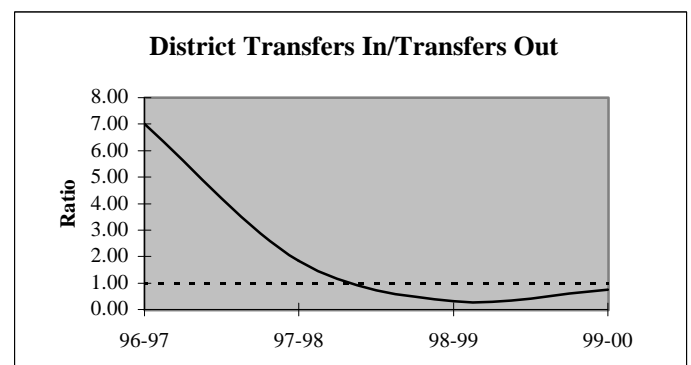
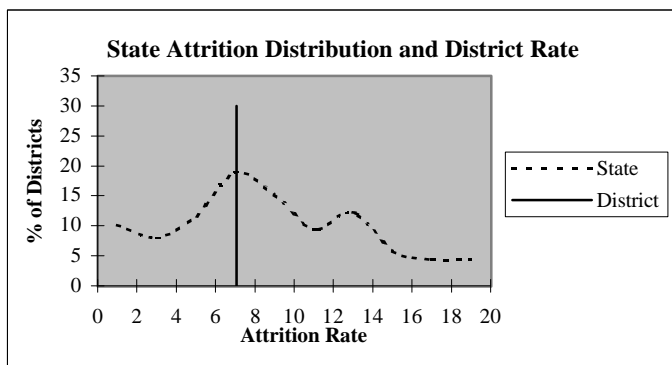
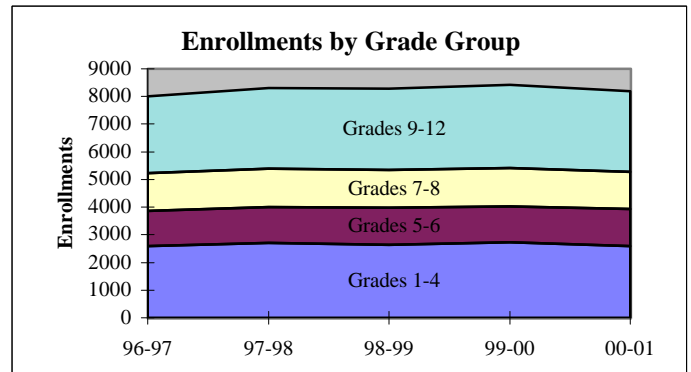
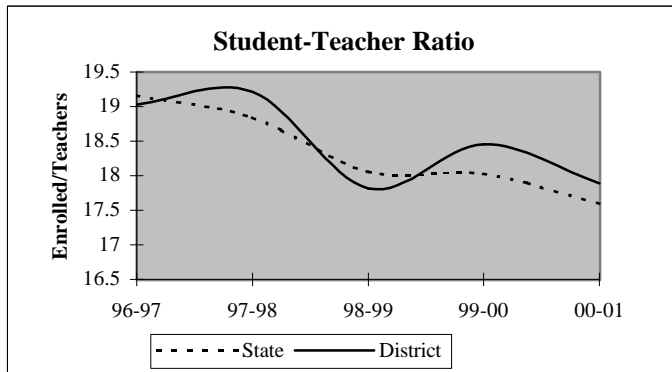
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	543	553	596	579	574	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	501	498	536	526	538	92.3%	90.1%	89.9%	90.8%	93.7%
Newly Hired	42	55	60	53	36	7.7%	9.9%	10.1%	9.2%	6.3%
Transfers In	7	11	4	3	6	16.7%	20.0%	6.7%	5.7%	16.7%
Reentrants	15	15	15	14	5	35.7%	27.3%	25.0%	26.4%	13.9%
First Time Educators	20	29	41	36	25	47.6%	52.7%	68.3%	67.9%	69.4%
Total Exiting Next Year	45	17	70	41	-	8.3%	3.1%	11.7%	7.1%	-
Transfers Out	1	6	13	4	-	2.2%	35.3%	18.6%	9.8%	-
Leave Tennessee Educ.	44	11	57	37	-	97.8%	64.7%	81.4%	90.2%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	8.3%	3.1%	11.7%	7.1%	-
Transfers In/Out	7.00	1.83	0.31	0.75	-

District Report for: WASHINGTON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	543	553	596	579	574	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	25	26	25	22	4.2%	4.5%	4.4%	4.3%	3.8%
Professional Staff	57	57	59	53	53	10.5%	10.3%	9.9%	9.2%	9.2%
Total Teachers	463	471	511	501	499	85.3%	85.2%	85.7%	86.5%	86.9%
Special Education	43	37	44	42	45	9.3%	7.9%	8.6%	8.4%	9.0%
Pre-K & Kindergarten	31	31	35	36	35	6.7%	6.6%	6.8%	7.2%	7.0%
Elementary (1-4)	170	186	193	186	185	36.7%	39.5%	37.8%	37.1%	37.1%
Middle School (5-6)	50	47	58	56	58	10.8%	10.0%	11.4%	11.2%	11.6%
Jr. High (7-8)	44	49	50	50	49	9.5%	10.4%	9.8%	10.0%	9.8%
High School (9-12)	125	121	131	131	127	27.0%	25.7%	25.6%	26.1%	25.5%
Business	3	4	4	3	2	2.4%	3.3%	3.1%	2.3%	1.6%
Language Arts	19	16	19	21	21	15.2%	13.2%	14.5%	16.0%	16.5%
Social Studies	14	13	13	11	13	11.2%	10.7%	9.9%	8.4%	10.2%
Foreign Language	5	6	7	6	4	4.0%	5.0%	5.3%	4.6%	3.1%
Mathematics	16	15	15	16	17	12.8%	12.4%	11.5%	12.2%	13.4%
Science	12	12	13	16	15	9.6%	9.9%	9.9%	12.2%	11.8%
Vocational Education	31	24	30	30	28	24.8%	19.8%	22.9%	22.9%	22.0%
Other High School	25	31	30	28	27	20.0%	25.6%	22.9%	21.4%	21.3%

Total Enrollments	8,810	9,049	9,102	9,244	8,926	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	667	608	649	658	598	7.6%	6.7%	7.1%	7.1%	6.7%
Grades 1-4	2,602	2,704	2,636	2,734	2,602	29.5%	29.9%	29.0%	29.6%	29.2%
Grades 5-6	1,261	1,291	1,333	1,302	1,333	14.3%	14.3%	14.6%	14.1%	14.9%
Grades 7-8	1,361	1,407	1,371	1,387	1,340	15.4%	15.5%	15.1%	15.0%	15.0%
Grades 9-12	2,770	2,893	2,932	2,991	2,908	31.4%	32.0%	32.2%	32.4%	32.6%
Ungraded	149	146	181	172	145	1.7%	1.6%	2.0%	1.9%	1.6%



District Report for: WASHINGTON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	22	25	26	25	22	4.2%	4.7%	4.5%	4.5%	4.0%
White - Females	8	8	9	8	7	36.4%	32.0%	34.6%	32.0%	31.8%
White - Males	14	16	16	16	14	63.6%	64.0%	61.5%	64.0%	63.6%
Black - Females	0	1	1	1	1	0.0%	4.0%	3.8%	4.0%	4.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	55	56	58	51	51	10.4%	10.5%	10.1%	9.2%	9.3%
White - Females	41	42	44	38	39	74.5%	75.0%	75.9%	74.5%	76.5%
White - Males	12	12	11	10	9	21.8%	21.4%	19.0%	19.6%	17.6%
Black - Females	2	2	3	3	3	3.6%	3.6%	5.2%	5.9%	5.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	450	451	489	477	473	85.4%	84.8%	85.3%	86.3%	86.6%
White - Females	333	337	370	365	364	74.0%	74.7%	75.7%	76.5%	77.0%
White - Males	111	110	115	108	104	24.7%	24.4%	23.5%	22.6%	22.0%
Black - Females	4	3	3	3	3	0.9%	0.7%	0.6%	0.6%	0.6%
Black - Males	2	1	1	1	2	0.4%	0.2%	0.2%	0.2%	0.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	5	5	3	4	0.9%	1.2%	1.1%	0.7%	0.9%
25-29	42	50	67	57	49	9.7%	11.6%	14.5%	13.0%	11.2%
30-34	33	37	49	43	50	7.7%	8.6%	10.6%	9.8%	11.4%
35-39	43	48	38	43	37	10.0%	11.1%	8.2%	9.8%	8.5%
40-45	55	49	45	48	50	12.8%	11.3%	9.7%	10.9%	11.4%
45-49	98	87	74	66	64	22.7%	20.1%	16.0%	15.0%	14.6%
50-54	79	81	100	98	93	18.3%	18.8%	21.6%	22.3%	21.3%
55+	77	75	84	81	90	17.9%	17.4%	18.2%	18.5%	20.6%
Average Age	45.0	44.4	44.1	44.6	44.9					

Experience Distribution

Teachers by Experience

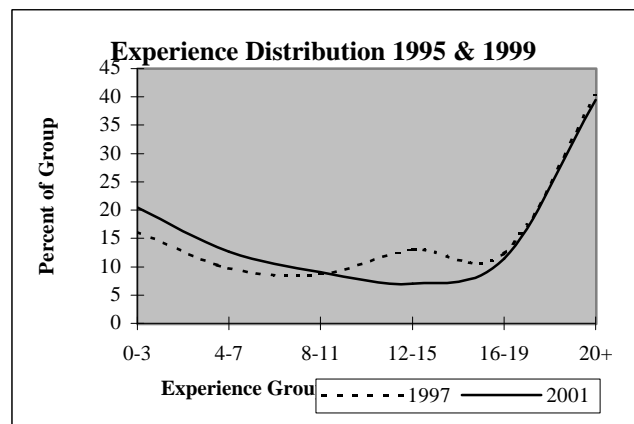
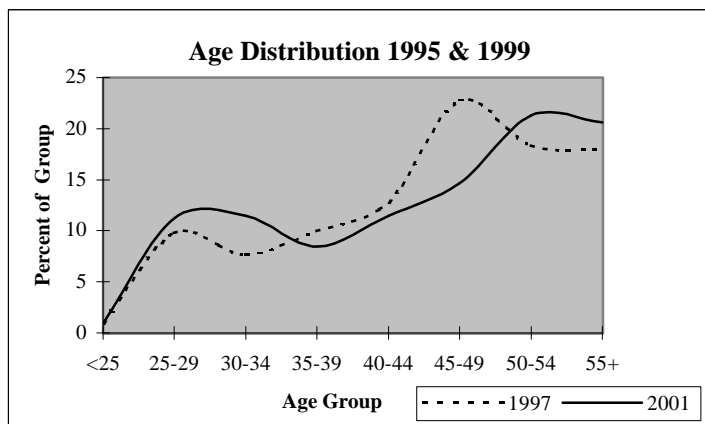
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	75	88	107	107	102	16.2%	18.7%	20.9%	21.4%	20.4%
4-7 Years	45	51	63	62	63	9.7%	10.8%	12.3%	12.4%	12.6%
8-11 Years	40	39	40	37	45	8.6%	8.3%	7.8%	7.4%	9.0%
12-15 Years	60	48	44	40	35	13.0%	10.2%	8.6%	8.0%	7.0%
16-19 Years	57	67	64	63	57	12.3%	14.2%	12.5%	12.6%	11.4%
20+ Years	186	178	193	192	197	40.2%	37.8%	37.8%	38.3%	39.5%
Average Experience	15.8	15.3	14.9	14.9	15.3					

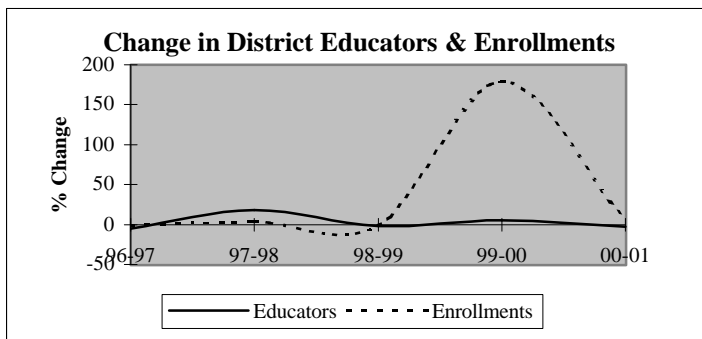
District Report for: WASHINGTON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	45	17	70	41	-	8.3%	3.1%	11.7%	7.1%	-
Attrition from Transfers	1	6	13	4	-	0.2%	1.1%	2.2%	0.7%	-
Attrition from Exits	44	11	57	37	-	8.1%	2.0%	9.6%	6.4%	-
Teacher Attrition	41	15	56	31	-	8.9%	3.2%	11.0%	6.2%	-
Attrition from Transfers	0	6	11	3	-	0.0%	1.3%	2.2%	0.6%	-
Attrition from Exits	41	9	45	28	-	8.9%	1.9%	8.8%	5.6%	-
District Retention										
Educator Retention	498	536	526	538	-	91.7%	96.9%	88.3%	92.9%	-
Teacher Retention	422	456	455	470	-	91.1%	96.8%	89.0%	93.8%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	78.3%	5.3%	16.4%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.9%	2.5%	12.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.7%	0.0%	9.3%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.8%	0.0%	12.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	92.0%	5.3%	2.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	97.1%	1.4%	1.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.6%	13.4%	18.8%	20.1%	22.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.1%	8.1%	14.0%	11.7%	11.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.2%	1.3%	1.0%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.7%	91.1%	89.1%	90.2%	93.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.2%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	8.5%	9.6%	8.6%	5.6%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	6.0	5.3	5.3	14.2	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	7.1	6.1	6.2	16.4	17.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-24	73	-10	25	-12	-	-	-	-	-
% Change in Educators	-5.5%	17.7%	-2.1%	5.3%	-2.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-21	87	-27	4,540	252	-	-	-	-	-
% Change in Enrollment:	-0.8%	3.5%	-1.1%	178.8%	3.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	1.0%	1.5%	1.0%	1.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.7%	4.0%	3.8%	2.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	9.5%	10.1%	9.8%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.5%	4.1%	4.6%	4.2%	4.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	5.9%	5.6%	5.3%	5.3%	7.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.1%	38.9%	31.6%	31.6%	30.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.5	44.3	44.9	44.4	44.3	43.3	43.5	43.6	43.7	43.9
Average Experience	15.3	14.2	15.2	14.4	14.5	13.8	13.7	13.7	13.4	13.3
Average Salary	37,557	37,486	39,005	38,568	40,154	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.8%	4.4%	5.1%	4.4%	4.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	77.2%	77.2%	78.0%	79.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.5%	8.1%	7.6%	7.4%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	13.2%	na	13.8%	13.2%	13.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	2.3%	0.5%	1.4%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%

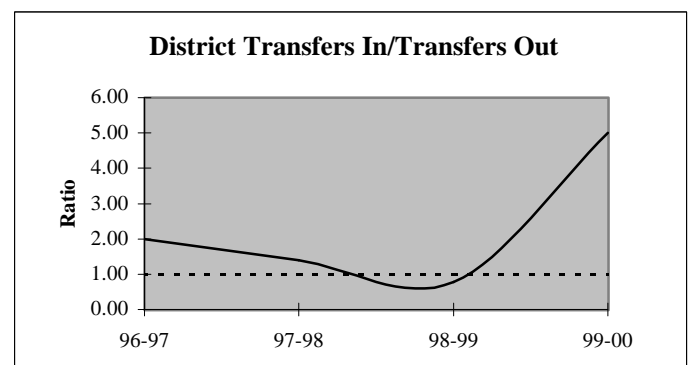
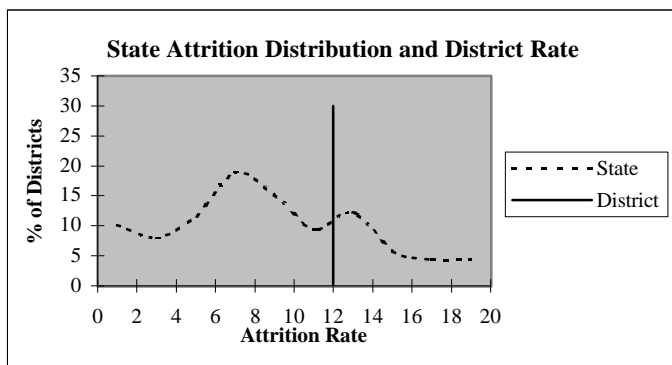
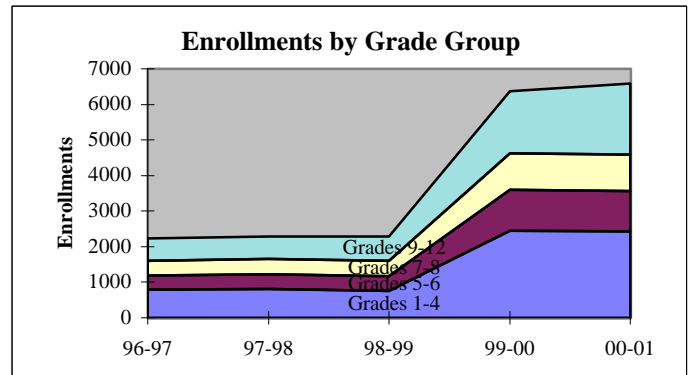
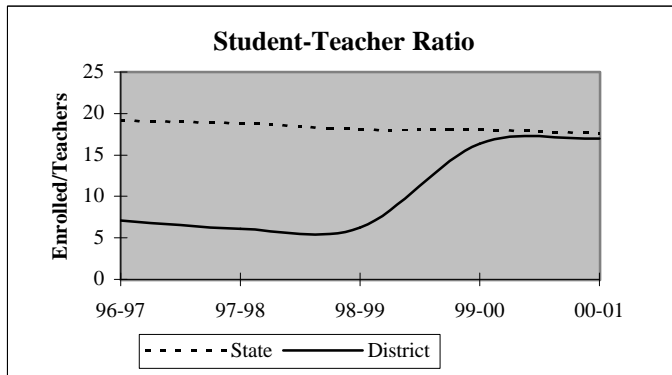
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	412	485	475	500	488	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	387	406	439	434	440	93.9%	83.7%	92.4%	86.8%	90.2%
Newly Hired	25	79	36	66	48	6.1%	16.3%	7.6%	13.2%	9.8%
Transfers In	4	14	7	10	7	16.0%	17.7%	19.4%	15.2%	14.6%
Reentrants	13	33	15	26	19	52.0%	41.8%	41.7%	39.4%	39.6%
First Time Educators	8	32	14	30	22	32.0%	40.5%	38.9%	45.5%	45.8%
Total Exiting Next Year	6	46	41	60	-	1.5%	9.5%	8.6%	12.0%	-
Transfers Out	2	10	9	2	-	33.3%	21.7%	22.0%	3.3%	-
Leave Tennessee Educ.	4	36	32	58	-	66.7%	78.3%	78.0%	96.7%	-

Dynamics Rates	District Rates				
District Attrition	1.5%	9.5%	8.6%	12.0%	-
Transfers In/Out	2.00	1.40	0.78	5.00	-

District Report for: JOHNSON CITY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	412	485	475	500	488	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	19	19	13	4.1%	3.7%	4.0%	3.8%	2.7%
Professional Staff	47	46	48	49	44	11.4%	9.5%	10.1%	9.8%	9.0%
Total Teachers	348	421	408	432	431	84.5%	86.8%	85.9%	86.4%	88.3%
Special Education	33	34	31	32	33	9.5%	8.1%	7.6%	7.4%	7.7%
Pre-K & Kindergarten	29	38	32	32	36	8.3%	9.0%	7.8%	7.4%	8.4%
Elementary (1-4)	129	156	154	170	169	37.1%	37.1%	37.7%	39.4%	39.2%
Middle School (5-6)	39	47	48	50	49	11.2%	11.2%	11.8%	11.6%	11.4%
Jr. High (7-8)	30	35	35	43	36	8.6%	8.3%	8.6%	10.0%	8.4%
High School (9-12)	88	111	108	105	108	25.3%	26.4%	26.5%	24.3%	25.1%
Business	1	1	1	2	1	1.1%	0.9%	0.9%	1.9%	0.9%
Language Arts	11	9	12	13	15	12.5%	8.1%	11.1%	12.4%	13.9%
Social Studies	9	12	11	13	12	10.2%	10.8%	10.2%	12.4%	11.1%
Foreign Language	6	7	9	8	8	6.8%	6.3%	8.3%	7.6%	7.4%
Mathematics	12	13	12	2	3	13.6%	11.7%	11.1%	1.9%	2.8%
Science	8	11	11	9	8	9.1%	9.9%	10.2%	8.6%	7.4%
Vocational Education	21	24	22	21	21	23.9%	21.6%	20.4%	20.0%	19.4%
Other High School	20	34	30	37	40	22.7%	30.6%	27.8%	35.2%	37.0%

Total Enrollments	2,479	2,566	2,539	7,079	7,331	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	214	216	193	615	637	8.6%	8.4%	7.6%	8.7%	8.7%
Grades 1-4	796	803	761	2,444	2,433	32.1%	31.3%	30.0%	34.5%	33.2%
Grades 5-6	396	418	410	1,151	1,124	16.0%	16.3%	16.1%	16.3%	15.3%
Grades 7-8	412	436	434	1,028	1,035	16.6%	17.0%	17.1%	14.5%	14.1%
Grades 9-12	627	633	685	1,745	1,996	25.3%	24.7%	27.0%	24.7%	27.2%
Ungraded	34	60	56	96	106	1.4%	2.3%	2.2%	1.4%	1.4%



District Report for: JOHNSON CITY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	17	18	19	19	13	4.2%	3.8%	4.1%	4.0%	2.8%
White - Females	7	6	5	5	3	41.2%	33.3%	26.3%	26.3%	23.1%
White - Males	9	11	13	13	9	52.9%	61.1%	68.4%	68.4%	69.2%
Black - Females	1	1	1	1	1	5.9%	5.6%	5.3%	5.3%	7.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	47	46	48	48	43	11.6%	9.8%	10.4%	10.1%	9.2%
White - Females	40	40	41	41	38	85.1%	87.0%	85.4%	85.4%	88.4%
White - Males	7	6	7	6	5	14.9%	13.0%	14.6%	12.5%	11.6%
Black - Females	0	0	0	1	0	0.0%	0.0%	0.0%	2.1%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	341	405	394	410	413	84.2%	86.4%	85.5%	86.0%	88.1%
White - Females	261	299	292	310	316	76.5%	73.8%	74.1%	75.6%	76.5%
White - Males	67	88	82	82	79	19.6%	21.7%	20.8%	20.0%	19.1%
Black - Females	8	12	12	11	11	2.3%	3.0%	3.0%	2.7%	2.7%
Black - Males	4	4	6	5	5	1.2%	1.0%	1.5%	1.2%	1.2%
Other - Females	1	2	2	2	2	0.3%	0.5%	0.5%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	5	5	5	4	0.3%	1.4%	1.4%	1.4%	1.1%
25-29	21	29	26	33	38	6.6%	8.2%	7.5%	9.3%	10.7%
30-34	28	31	28	33	39	8.8%	8.8%	8.0%	9.3%	11.0%
35-39	38	42	36	36	30	12.0%	11.9%	10.3%	10.1%	8.4%
40-45	60	59	56	46	47	18.9%	16.7%	16.1%	12.9%	13.2%
45-49	66	69	75	78	76	20.8%	19.5%	21.6%	21.9%	21.3%
50-54	59	65	69	74	68	18.6%	18.4%	19.8%	20.8%	19.1%
55+	44	54	53	51	54	13.9%	15.3%	15.2%	14.3%	15.2%
Average Age	44.5	44.3	44.9	44.4	44.3					

Experience Distribution

Teachers by Experience

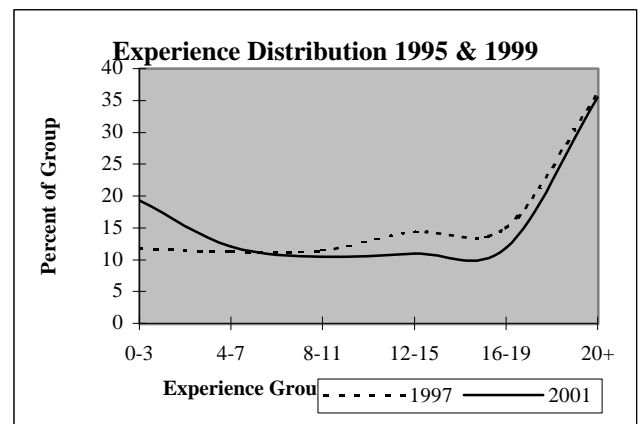
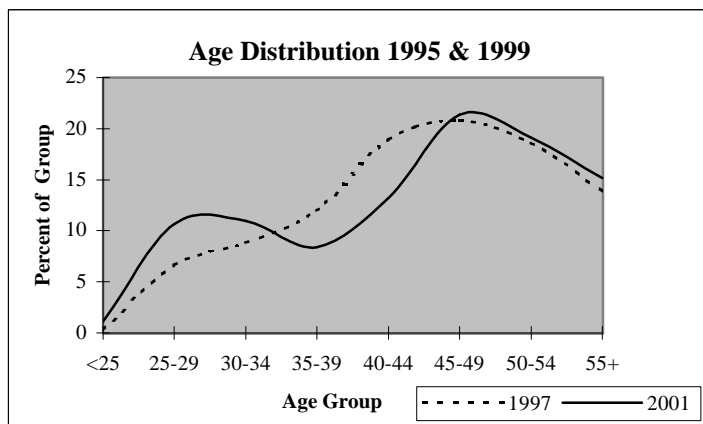
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	41	84	66	82	83	11.8%	20.0%	16.2%	19.0%	19.3%
4-7 Years	39	52	48	58	52	11.2%	12.4%	11.8%	13.4%	12.1%
8-11 Years	40	36	45	44	45	11.5%	8.6%	11.0%	10.2%	10.4%
12-15 Years	50	45	41	44	47	14.4%	10.7%	10.0%	10.2%	10.9%
16-19 Years	52	54	52	45	51	14.9%	12.8%	12.7%	10.4%	11.8%
20+ Years	126	150	156	159	153	36.2%	35.6%	38.2%	36.8%	35.5%
Average Experience	15.3	14.2	15.2	14.4	14.5					

District Report for: JOHNSON CITY

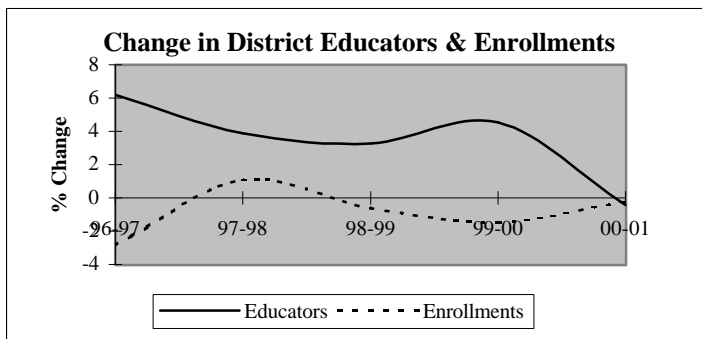
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	6	46	41	60	-	1.5%	9.5%	8.6%	12.0%	-
Attrition from Transfers	2	10	9	2	-	0.5%	2.1%	1.9%	0.4%	-
Attrition from Exits	4	36	32	58	-	1.0%	7.4%	6.7%	11.6%	-
Teacher Attrition	6	43	38	48	-	1.7%	10.2%	9.3%	11.1%	-
Attrition from Transfers	2	9	7	2	-	0.6%	2.1%	1.7%	0.5%	-
Attrition from Exits	4	34	31	46	-	1.1%	8.1%	7.6%	10.6%	-
District Retention										
Educator Retention	406	439	434	440	-	98.5%	90.5%	91.4%	88.0%	-
Teacher Retention	342	378	370	384	-	98.3%	89.8%	90.7%	88.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	60.6%	7.1%	32.3%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	85.5%	4.8%	9.6%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.8%	1.3%	11.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	82.9%	4.3%	12.9%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	91.7%	0.0%	8.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	89.1%	0.0%	10.9%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.2%	9.9%	12.7%	14.8%	15.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.7%	5.1%	7.4%	7.0%	6.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.5%	0.6%	1.3%	0.6%	0.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	85.8%	92.6%	88.2%	91.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.1%	13.4%	6.1%	11.2%	8.6%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WAYNE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.8	13.5	13.0	12.2	12.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.8	16.4	16.0	15.1	14.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	12	8	7	10	-1	-	-	-	-	-
% Change in Educators	6.2%	3.9%	3.3%	4.5%	-0.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-84	31	-18	-42	-5	-	-	-	-	-
% Change in Enrollment:	-2.9%	1.1%	-0.6%	-1.5%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	1.4%	2.3%	0.9%	5.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.7%	4.5%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.1%	13.1%	14.5%	14.7%	13.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.5%	0.5%	0.5%	0.4%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	11.1%	30.0%	30.0%	20.0%	22.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.1	40.7	41.4	42.1	42.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.2	12.6	13.3	13.3	13.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,801	29,276	30,569	31,703	31,237	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.6%	0.6%	0.6%	0.6%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.8%	72.2%	71.5%	73.3%	73.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.6%	10.2%	11.2%	12.3%	12.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.5%	na	1.2%	1.1%	1.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.3%	0.8%	1.3%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

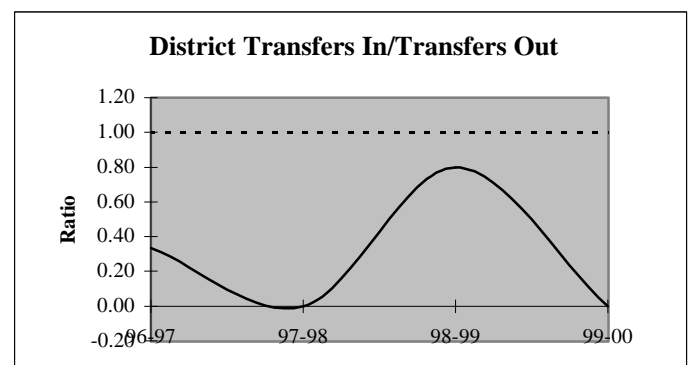
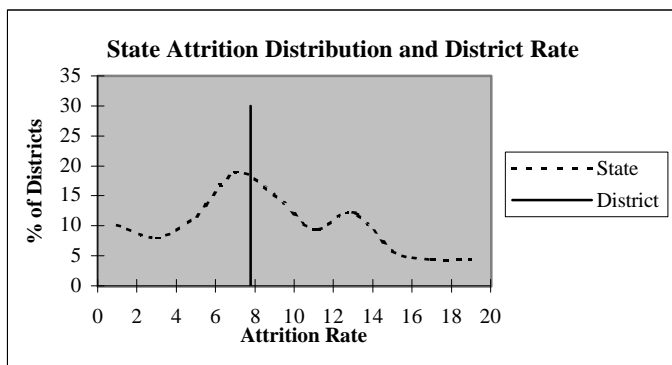
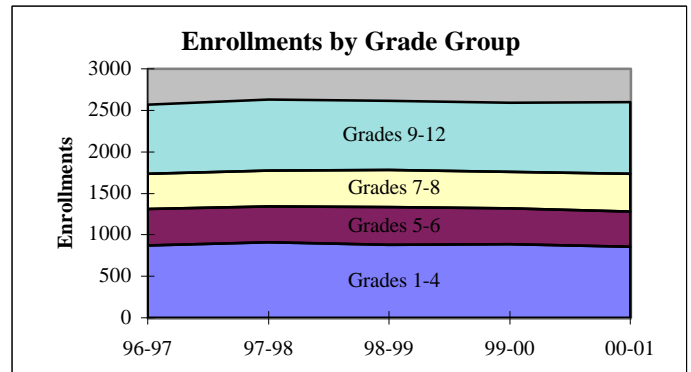
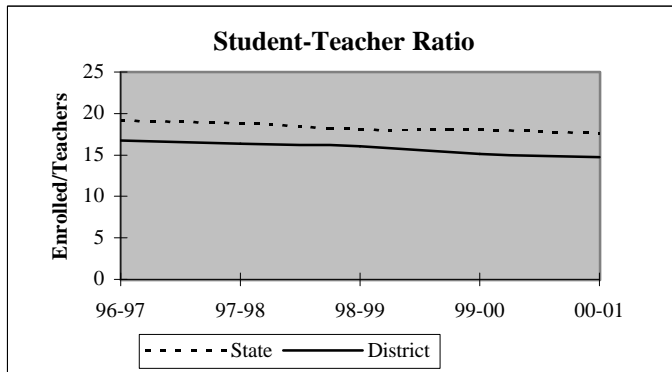
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	206	214	221	231	230	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	183	189	207	209	213	88.8%	88.3%	93.7%	90.5%	92.6%
Newly Hired	23	25	14	22	17	11.2%	11.7%	6.3%	9.5%	7.4%
Transfers In	1	1	4	0	1	4.3%	4.0%	28.6%	0.0%	5.9%
Reentrants	14	7	3	8	4	60.9%	28.0%	21.4%	36.4%	23.5%
First Time Educators	8	17	7	14	12	34.8%	68.0%	50.0%	63.6%	70.6%
Total Exiting Next Year	17	7	12	18	-	8.3%	3.3%	5.4%	7.8%	-
Transfers Out	3	0	5	2	-	17.6%	0.0%	41.7%	11.1%	-
Leave Tennessee Educ.	14	7	7	16	-	82.4%	100.0%	58.3%	88.9%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	3.3%	5.4%	7.8%	-
Transfers In/Out	0.33	nc	0.80	0.00	-

District Report for: WAYNE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	206	214	221	231	230	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	10	10	9	4.4%	4.7%	4.5%	4.3%	3.9%
Professional Staff	27	28	32	34	30	13.1%	13.1%	14.5%	14.7%	13.0%
Total Teachers	170	176	179	187	191	82.5%	82.2%	81.0%	81.0%	83.0%
Special Education	18	18	20	23	23	10.6%	10.2%	11.2%	12.3%	12.0%
Pre-K & Kindergarten	9	9	10	9	9	5.3%	5.1%	5.6%	4.8%	4.7%
Elementary (1-4)	52	59	57	62	65	30.6%	33.5%	31.8%	33.2%	34.0%
Middle School (5-6)	18	20	20	19	20	10.6%	11.4%	11.2%	10.2%	10.5%
Jr. High (7-8)	20	17	16	18	18	11.8%	9.7%	8.9%	9.6%	9.4%
High School (9-12)	53	53	56	56	56	31.2%	30.1%	31.3%	29.9%	29.3%
Business	1	1	2	2	2	1.9%	1.9%	3.6%	3.6%	3.6%
Language Arts	7	5	5	8	8	13.2%	9.4%	8.9%	14.3%	14.3%
Social Studies	3	7	7	7	6	5.7%	13.2%	12.5%	12.5%	10.7%
Foreign Language	3	2	2	3	4	5.7%	3.8%	3.6%	5.4%	7.1%
Mathematics	5	6	6	6	6	9.4%	11.3%	10.7%	10.7%	10.7%
Science	5	6	6	5	3	9.4%	11.3%	10.7%	8.9%	5.4%
Vocational Education	13	12	13	12	12	24.5%	22.6%	23.2%	21.4%	21.4%
Other High School	16	14	15	13	15	30.2%	26.4%	26.8%	23.2%	26.8%

Total Enrollments	2,853	2,884	2,866	2,824	2,819	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	248	219	217	199	183	8.7%	7.6%	7.6%	7.0%	6.5%
Grades 1-4	871	913	880	884	854	30.5%	31.7%	30.7%	31.3%	30.3%
Grades 5-6	437	426	453	433	430	15.3%	14.8%	15.8%	15.3%	15.3%
Grades 7-8	430	435	451	439	450	15.1%	15.1%	15.7%	15.5%	16.0%
Grades 9-12	830	854	829	833	864	29.1%	29.6%	28.9%	29.5%	30.6%
Ungraded	37	37	36	36	38	1.3%	1.3%	1.3%	1.3%	1.3%



District Report for: WAYNE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	8	9	9	9	9	3.9%	4.3%	4.2%	4.0%	4.0%
White - Females	1	3	3	2	2	12.5%	33.3%	33.3%	22.2%	22.2%
White - Males	7	6	6	7	7	87.5%	66.7%	66.7%	77.8%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	27	28	32	33	30	13.2%	13.5%	14.8%	14.8%	13.3%
White - Females	15	15	18	19	18	55.6%	53.6%	56.3%	57.6%	60.0%
White - Males	12	13	14	14	12	44.4%	46.4%	43.8%	42.4%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	169	170	175	181	186	82.8%	82.1%	81.0%	81.2%	82.7%
White - Females	121	124	126	135	139	71.6%	72.9%	72.0%	74.6%	74.7%
White - Males	47	45	48	45	46	27.8%	26.5%	27.4%	24.9%	24.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	3	1	3	1.9%	2.5%	1.9%	0.6%	2.0%
25-29	24	27	22	14	12	15.4%	17.2%	14.0%	9.1%	7.9%
30-34	23	20	20	28	27	14.7%	12.7%	12.7%	18.2%	17.8%
35-39	20	23	27	26	20	12.8%	14.6%	17.2%	16.9%	13.2%
40-45	27	22	22	22	24	17.3%	14.0%	14.0%	14.3%	15.8%
45-49	23	25	20	19	23	14.7%	15.9%	12.7%	12.3%	15.1%
50-54	20	22	27	28	27	12.8%	14.0%	17.2%	18.2%	17.8%
55+	16	14	16	16	16	10.3%	8.9%	10.2%	10.4%	10.5%
Average Age	41.1	40.7	41.4	42.1	42.6					

Experience Distribution

Teachers by Experience

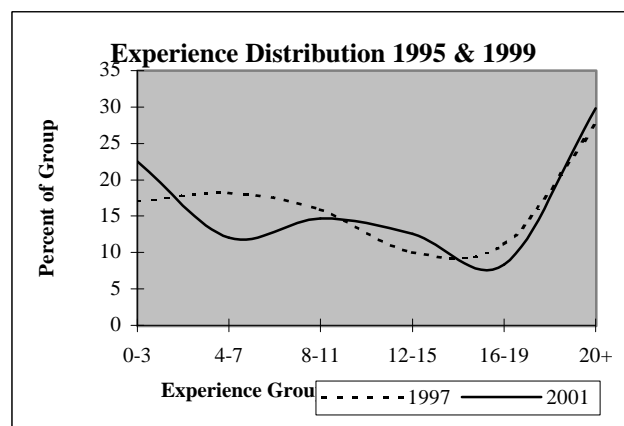
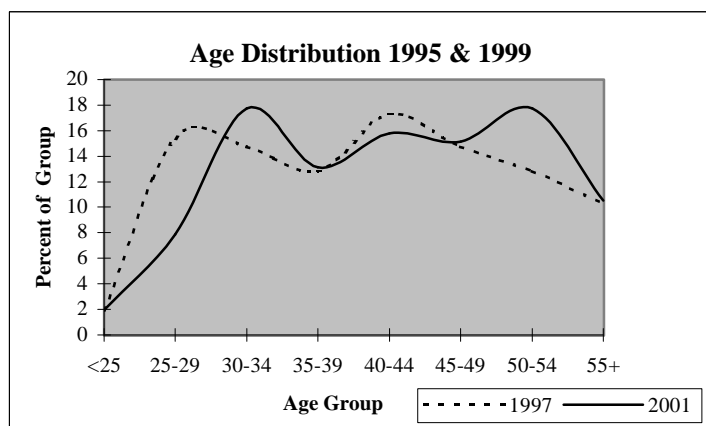
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	29	35	35	39	43	17.1%	19.9%	19.6%	20.9%	22.5%
4-7 Years	31	35	38	35	23	18.2%	19.9%	21.2%	18.7%	12.0%
8-11 Years	27	24	20	21	28	15.9%	13.6%	11.2%	11.2%	14.7%
12-15 Years	17	14	16	20	24	10.0%	8.0%	8.9%	10.7%	12.6%
16-19 Years	19	21	18	16	16	11.2%	11.9%	10.1%	8.6%	8.4%
20+ Years	47	47	52	56	57	27.6%	26.7%	29.1%	29.9%	29.8%
Average Experience	13.2	12.6	13.3	13.3	13.3					

District Report for: WAYNE COUNTY

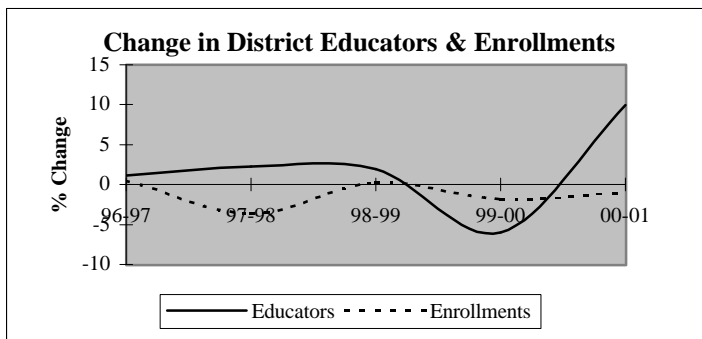
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	17	7	12	18	-	8.3%	3.3%	5.4%	7.8%	-
Attrition from Transfers	3	0	5	2	-	1.5%	0.0%	2.3%	0.9%	-
Attrition from Exits	14	7	7	16	-	6.8%	3.3%	3.2%	6.9%	-
Teacher Attrition	14	7	10	13	-	8.2%	4.0%	5.6%	7.0%	-
Attrition from Transfers	2	0	4	1	-	1.2%	0.0%	2.2%	0.5%	-
Attrition from Exits	12	7	6	12	-	7.1%	4.0%	3.4%	6.4%	-
District Retention										
Educator Retention	189	207	209	213	-	91.7%	96.7%	94.6%	92.2%	-
Teacher Retention	156	169	169	174	-	91.8%	96.0%	94.4%	93.0%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.0%	3.2%	15.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	88.1%	4.8%	7.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	90.6%	0.0%	9.4%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	93.0%	0.0%	7.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.6%	2.3%	9.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	97.4%	0.0%	2.6%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	3.2%	9.5%	10.3%	12.1%	10.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.4%	5.0%	6.3%	5.4%	3.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.9%	5.4%	0.4%	2.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.9%	87.9%	90.0%	90.0%	90.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.2%	11.2%	4.5%	9.5%	7.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WEAKLEY COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	16.2	15.2	15.0	15.6	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.9	17.9	17.4	18.4	16.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	8	7	-22	34	-	-	-	-	-
% Change in Educators	1.2%	2.3%	2.0%	-6.0%	9.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	30	-208	12	-101	-54	-	-	-	-	-
% Change in Enrollment:	0.5%	-3.7%	0.2%	-1.8%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.7%	1.7%	1.6%	0.6%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.6%	5.0%	4.4%	5.0%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.7%	10.1%	9.9%	9.9%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.5%	3.2%	3.1%	3.6%	3.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.3%	11.1%	12.5%	11.8%	11.8%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	16.7%	12.5%	11.8%	11.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.7	43.2	43.5	44.2	44.1	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.0	14.3	14.9	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	29,561	29,323	30,893	32,400	31,642	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.4%	2.4%	2.3%	2.8%	3.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.7%	80.6%	81.5%	82.2%	81.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.3%	8.9%	9.3%	9.9%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.9%	na	9.8%	9.8%	10.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.8%	0.7%	0.8%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%

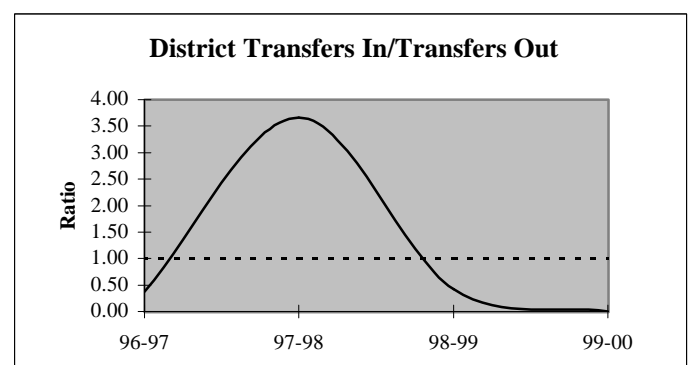
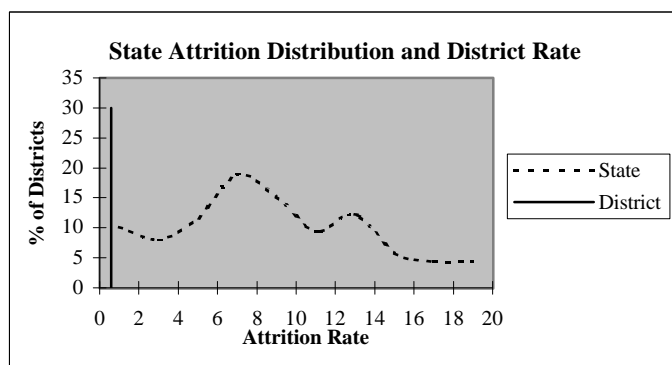
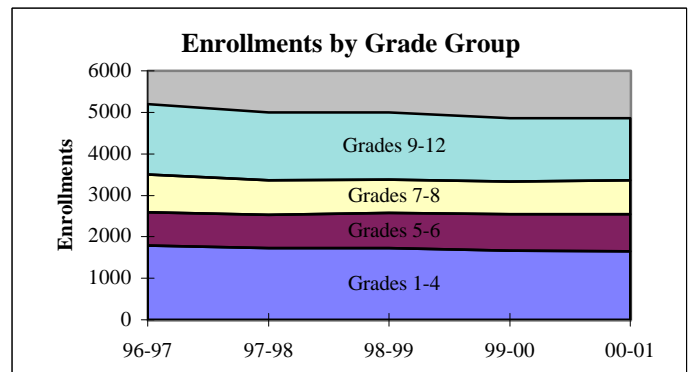
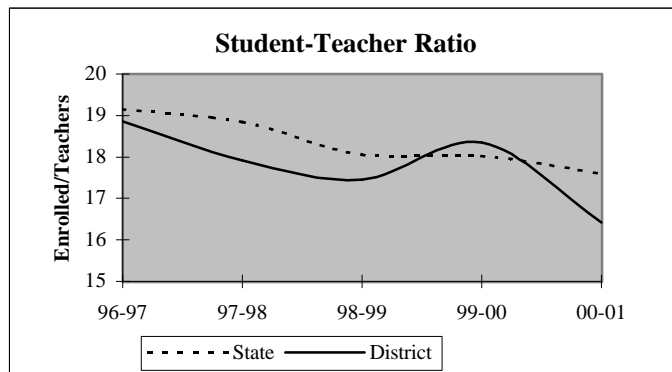
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	350	358	365	343	377	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	320	311	337	323	341	91.4%	86.9%	92.3%	94.2%	90.5%
Newly Hired	30	47	28	20	36	8.6%	13.1%	7.7%	5.8%	9.5%
Transfers In	3	11	3	2	2	10.0%	23.4%	10.7%	10.0%	5.6%
Reentrants	10	14	6	7	18	33.3%	29.8%	21.4%	35.0%	50.0%
First Time Educators	17	22	19	11	16	56.7%	46.8%	67.9%	55.0%	44.4%
Total Exiting Next Year	39	21	42	2	-	11.1%	5.9%	11.5%	0.6%	-
Transfers Out	8	3	7	0	-	20.5%	14.3%	16.7%	0.0%	-
Leave Tennessee Educ.	31	18	35	2	-	79.5%	85.7%	83.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	5.9%	11.5%	0.6%	-
Transfers In/Out	0.38	3.67	0.43	nc	-

District Report for: WEAKLEY COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	350	358	365	343	377	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	18	16	17	17	4.6%	5.0%	4.4%	5.0%	4.5%
Professional Staff	34	36	36	34	37	9.7%	10.1%	9.9%	9.9%	9.8%
Total Teachers	300	304	313	292	323	85.7%	84.9%	85.8%	85.1%	85.7%
Special Education	25	27	29	29	30	8.3%	8.9%	9.3%	9.9%	9.3%
Pre-K & Kindergarten	21	23	22	24	23	7.0%	7.6%	7.0%	8.2%	7.1%
Elementary (1-4)	88	90	97	86	95	29.3%	29.6%	31.0%	29.5%	29.4%
Middle School (5-6)	36	35	42	40	43	12.0%	11.5%	13.4%	13.7%	13.3%
Jr. High (7-8)	32	33	35	35	38	10.7%	10.9%	11.2%	12.0%	11.8%
High School (9-12)	98	96	88	78	94	32.7%	31.6%	28.1%	26.7%	29.1%
Business	7	4	2	2	2	7.1%	4.2%	2.3%	2.6%	2.1%
Language Arts	10	11	10	12	13	10.2%	11.5%	11.4%	15.4%	13.8%
Social Studies	8	9	7	8	9	8.2%	9.4%	8.0%	10.3%	9.6%
Foreign Language	4	6	6	6	7	4.1%	6.3%	6.8%	7.7%	7.4%
Mathematics	13	13	13	10	11	13.3%	13.5%	14.8%	12.8%	11.7%
Science	10	8	9	7	9	10.2%	8.3%	10.2%	9.0%	9.6%
Vocational Education	15	26	23	21	23	15.3%	27.1%	26.1%	26.9%	24.5%
Other High School	31	19	18	12	20	31.6%	19.8%	20.5%	15.4%	21.3%

Total Enrollments	5,657	5,449	5,461	5,360	5,306	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	416	405	415	457	397	7.4%	7.4%	7.6%	8.5%	7.5%
Grades 1-4	1,783	1,732	1,721	1,664	1,651	31.5%	31.8%	31.5%	31.0%	31.1%
Grades 5-6	814	795	850	878	888	14.4%	14.6%	15.6%	16.4%	16.7%
Grades 7-8	900	834	801	790	822	15.9%	15.3%	14.7%	14.7%	15.5%
Grades 9-12	1,696	1,641	1,630	1,528	1,490	30.0%	30.1%	29.8%	28.5%	28.1%
Ungraded	48	42	44	43	58	0.8%	0.8%	0.8%	0.8%	1.1%



District Report for: WEAKLEY COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	16	18	16	17	17	4.7%	5.2%	4.5%	5.1%	4.7%
White - Females	4	3	2	2	2	25.0%	16.7%	12.5%	11.8%	11.8%
White - Males	11	13	12	13	13	68.8%	72.2%	75.0%	76.5%	76.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	6.3%	5.6%	6.3%	5.9%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	5.6%	6.3%	5.9%	5.9%
Professional Staff	34	35	35	33	36	10.0%	10.1%	9.9%	10.0%	9.9%
White - Females	26	27	26	24	27	76.5%	77.1%	74.3%	72.7%	75.0%
White - Males	7	6	7	7	7	20.6%	17.1%	20.0%	21.2%	19.4%
Black - Females	1	2	2	2	2	2.9%	5.7%	5.7%	6.1%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	291	295	303	281	311	85.3%	84.8%	85.6%	84.9%	85.4%
White - Females	229	233	243	225	245	78.7%	79.0%	80.2%	80.1%	78.8%
White - Males	52	55	53	48	56	17.9%	18.6%	17.5%	17.1%	18.0%
Black - Females	8	7	6	7	9	2.7%	2.4%	2.0%	2.5%	2.9%
Black - Males	1	0	1	1	1	0.3%	0.0%	0.3%	0.4%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	0.3%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	5	12	0.7%	1.1%	0.3%	1.9%	4.2%
25-29	30	31	36	19	21	10.7%	11.0%	12.5%	7.2%	7.3%
30-34	19	31	32	35	35	6.8%	11.0%	11.1%	13.2%	12.2%
35-39	38	30	25	19	20	13.5%	10.7%	8.7%	7.2%	7.0%
40-45	60	54	53	42	44	21.4%	19.2%	18.5%	15.8%	15.4%
45-49	58	49	56	55	55	20.6%	17.4%	19.5%	20.8%	19.2%
50-54	34	44	43	52	55	12.1%	15.7%	15.0%	19.6%	19.2%
55+	40	39	41	38	44	14.2%	13.9%	14.3%	14.3%	15.4%
Average Age	43.7	43.2	43.5	44.2	44.1					

Experience Distribution

Teachers by Experience

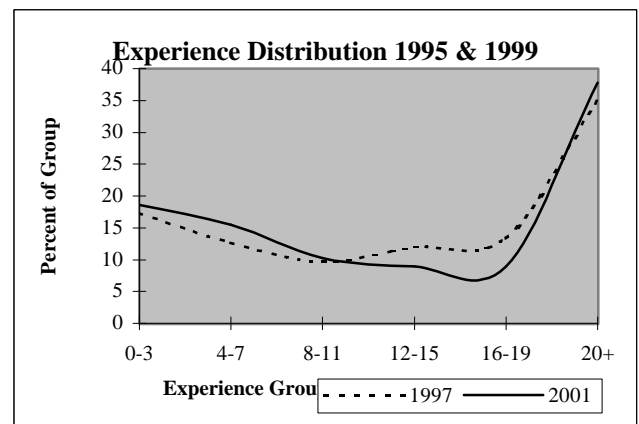
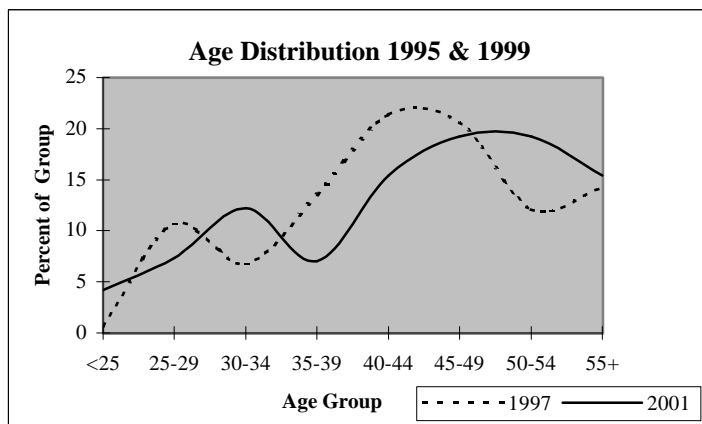
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	52	60	60	50	60	17.3%	19.7%	19.2%	17.1%	18.6%
4-7 Years	38	40	41	41	50	12.7%	13.2%	13.1%	14.0%	15.5%
8-11 Years	29	35	37	30	33	9.7%	11.5%	11.8%	10.3%	10.2%
12-15 Years	36	27	30	31	29	12.0%	8.9%	9.6%	10.6%	9.0%
16-19 Years	40	29	32	31	29	13.3%	9.5%	10.2%	10.6%	9.0%
20+ Years	105	113	113	109	122	35.0%	37.2%	36.1%	37.3%	37.8%
Average Experience	14.5	14.0	14.3	14.9	14.7					

District Report for: WEAKLEY COUNTY

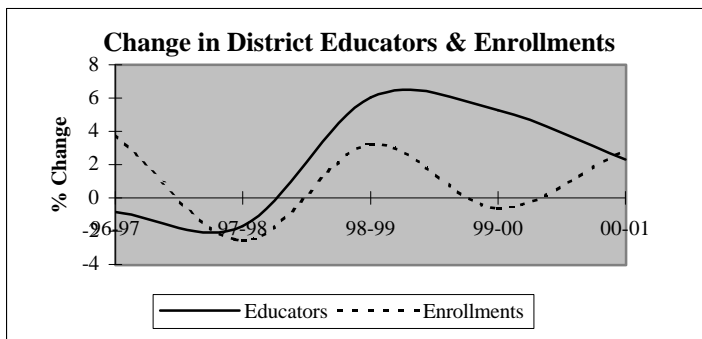
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	39	21	42	2	-	11.1%	5.9%	11.5%	0.6%	-
Attrition from Transfers	8	3	7	0	-	2.3%	0.8%	1.9%	0.0%	-
Attrition from Exits	31	18	35	2	-	8.9%	5.0%	9.6%	0.6%	-
Teacher Attrition	34	19	40	2	-	11.3%	6.3%	12.8%	0.7%	-
Attrition from Transfers	7	3	7	0	-	2.3%	1.0%	2.2%	0.0%	-
Attrition from Exits	27	16	33	2	-	9.0%	5.3%	10.5%	0.7%	-
District Retention										
Educator Retention	311	337	323	341	-	88.9%	94.1%	88.5%	99.4%	-
Teacher Retention	266	285	273	290	-	88.7%	93.8%	87.2%	99.3%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	71.8%	5.1%	23.1%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	81.9%	6.9%	11.1%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.2%	0.0%	10.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	86.7%	3.3%	10.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	92.2%	2.0%	5.9%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	92.0%	2.0%	6.0%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.6%	12.1%	14.6%	13.7%	14.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.3%	9.5%	11.1%	8.5%	6.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.6%	0.6%	0.8%	1.5%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.4%	89.1%	92.3%	93.3%	90.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.7%	10.1%	6.8%	5.2%	9.0%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WHITE COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.4	17.2	16.8	15.8	15.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.5	20.0	19.7	18.4	19.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	-4	14	13	6	-	-	-	-	-
% Change in Educators	-0.8%	-1.7%	6.0%	5.3%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	150	-106	129	-26	118	-	-	-	-	-
% Change in Enrollment:	3.8%	-2.6%	3.2%	-0.6%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.0%	0.4%	0.0%	7.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.3%	5.3%	5.0%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.6%	9.5%	9.8%	8.9%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.7%	1.8%	1.7%	1.6%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	18.2%	20.0%	38.5%	38.5%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.1	42.0	41.7	41.8	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.3	14.1	13.6	13.5	13.4	13.8	13.7	13.7	13.4	13.3
Average Salary	30,381	30,595	31,336	32,403	31,641	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.1%	2.1%	2.0%	1.9%	1.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.5%	80.5%	79.9%	78.9%	80.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.0%	9.5%	9.6%	10.8%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.7%	na	2.9%	3.1%	3.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	1.1%	0.5%	0.9%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

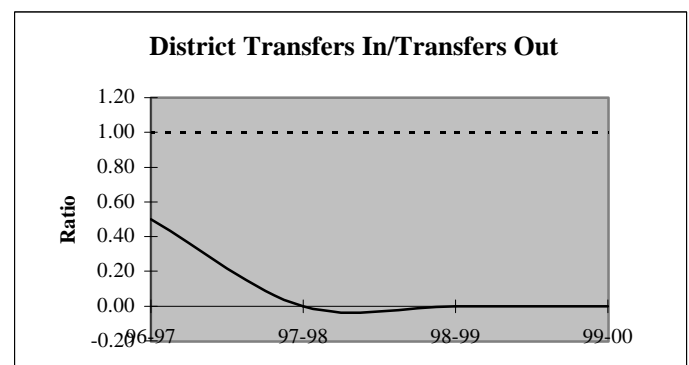
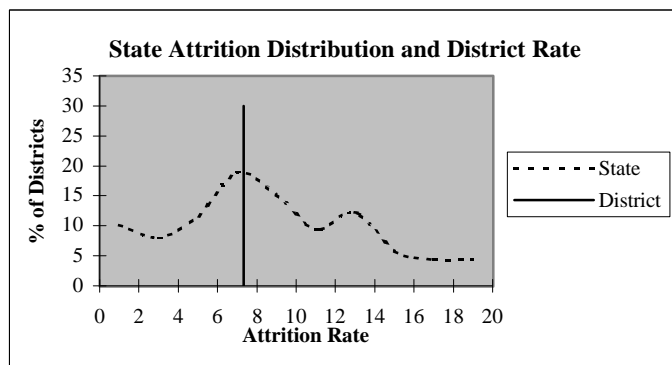
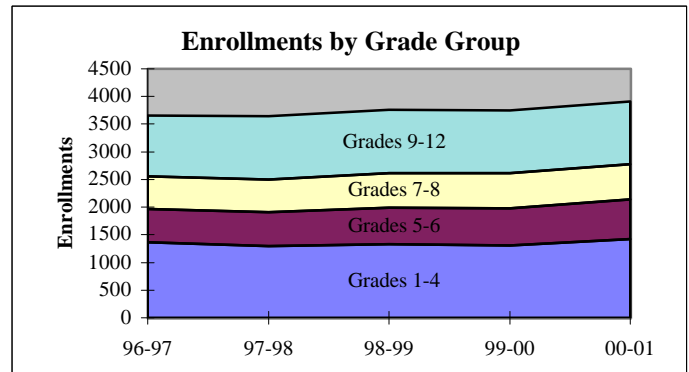
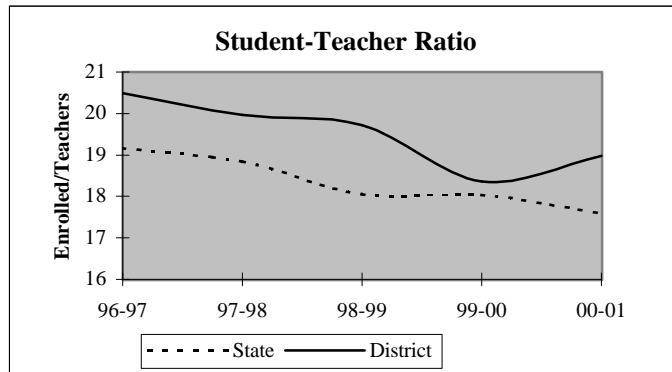
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	236	232	246	259	265	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	221	214	225	237	240	93.6%	92.2%	91.5%	91.5%	90.6%
Newly Hired	15	18	21	22	25	6.4%	7.8%	8.5%	8.5%	9.4%
Transfers In	1	4	0	1	4	6.7%	22.2%	0.0%	4.5%	16.0%
Reentrants	5	1	3	2	5	33.3%	5.6%	14.3%	9.1%	20.0%
First Time Educators	9	13	18	19	16	60.0%	72.2%	85.7%	86.4%	64.0%
Total Exiting Next Year	22	7	9	19	-	9.3%	3.0%	3.7%	7.3%	-
Transfers Out	2	0	1	0	-	9.1%	0.0%	11.1%	0.0%	-
Leave Tennessee Educ.	20	7	8	19	-	90.9%	100.0%	88.9%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	9.3%	3.0%	3.7%	7.3%	-
Transfers In/Out	0.50	nc	0.00	nc	-

District Report for: WHITE COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	236	232	246	259	265	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	10	13	13	15	4.7%	4.3%	5.3%	5.0%	5.7%
Professional Staff	25	22	24	23	28	10.6%	9.5%	9.8%	8.9%	10.6%
Total Teachers	200	200	209	223	222	84.7%	86.2%	85.0%	86.1%	83.8%
Special Education	18	19	20	24	19	9.0%	9.5%	9.6%	10.8%	8.6%
Pre-K & Kindergarten	17	15	15	17	18	8.5%	7.5%	7.2%	7.6%	8.1%
Elementary (1-4)	72	73	79	83	89	36.0%	36.5%	37.8%	37.2%	40.1%
Middle School (5-6)	23	26	28	28	27	11.5%	13.0%	13.4%	12.6%	12.2%
Jr. High (7-8)	26	26	28	28	27	13.0%	13.0%	13.4%	12.6%	12.2%
High School (9-12)	44	41	39	43	42	22.0%	20.5%	18.7%	19.3%	18.9%
Business	2	1	2	3	3	4.5%	2.4%	5.1%	7.0%	7.1%
Language Arts	5	5	5	6	5	11.4%	12.2%	12.8%	14.0%	11.9%
Social Studies	7	4	4	5	4	15.9%	9.8%	10.3%	11.6%	9.5%
Foreign Language	1	2	2	2	2	2.3%	4.9%	5.1%	4.7%	4.8%
Mathematics	6	5	5	6	5	13.6%	12.2%	12.8%	14.0%	11.9%
Science	4	5	5	5	4	9.1%	12.2%	12.8%	11.6%	9.5%
Vocational Education	12	10	8	11	12	27.3%	24.4%	20.5%	25.6%	28.6%
Other High School	7	9	8	5	7	15.9%	22.0%	20.5%	11.6%	16.7%

Total Enrollments	4,098	3,992	4,121	4,095	4,213	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	353	302	315	305	270	8.6%	7.6%	7.6%	7.4%	6.4%
Grades 1-4	1,364	1,296	1,333	1,310	1,428	33.3%	32.5%	32.3%	32.0%	33.9%
Grades 5-6	605	618	655	673	715	14.8%	15.5%	15.9%	16.4%	17.0%
Grades 7-8	589	579	632	627	633	14.4%	14.5%	15.3%	15.3%	15.0%
Grades 9-12	1,100	1,153	1,140	1,143	1,135	26.8%	28.9%	27.7%	27.9%	26.9%
Ungraded	87	44	46	37	32	2.1%	1.1%	1.1%	0.9%	0.8%



District Report for: WHITE COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	11	10	13	12	14	4.8%	4.4%	5.4%	4.8%	5.5%
White - Females	2	2	5	5	5	18.2%	20.0%	38.5%	41.7%	35.7%
White - Males	9	8	8	7	9	81.8%	80.0%	61.5%	58.3%	64.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	22	24	23	28	10.9%	9.7%	10.0%	9.2%	11.0%
White - Females	20	17	19	19	23	80.0%	77.3%	79.2%	82.6%	82.1%
White - Males	5	5	5	4	5	20.0%	22.7%	20.8%	17.4%	17.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	193	194	202	214	213	84.3%	85.8%	84.5%	85.9%	83.5%
White - Females	153	155	161	170	172	79.3%	79.9%	79.7%	79.4%	80.8%
White - Males	36	35	37	40	37	18.7%	18.0%	18.3%	18.7%	17.4%
Black - Females	3	3	3	3	3	1.6%	1.5%	1.5%	1.4%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	7	5	7	9	2.1%	3.6%	2.5%	3.3%	4.3%
25-29	22	22	28	30	28	11.3%	11.3%	13.9%	14.0%	13.4%
30-34	23	20	26	28	31	11.8%	10.3%	12.9%	13.1%	14.8%
35-39	23	26	25	27	23	11.8%	13.4%	12.4%	12.6%	11.0%
40-45	35	33	28	23	23	17.9%	17.0%	13.9%	10.7%	11.0%
45-49	45	40	37	38	35	23.1%	20.6%	18.4%	17.8%	16.7%
50-54	23	29	31	36	39	11.8%	14.9%	15.4%	16.8%	18.7%
55+	20	17	21	25	21	10.3%	8.8%	10.4%	11.7%	10.0%
Average Age	42.1	42.0	41.7	41.8	41.5					

Experience Distribution

Teachers by Experience

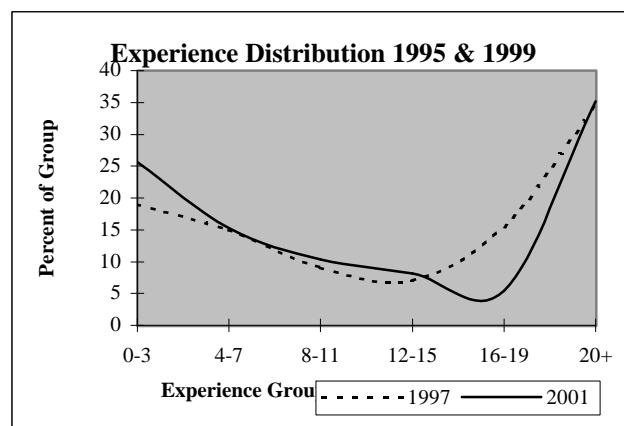
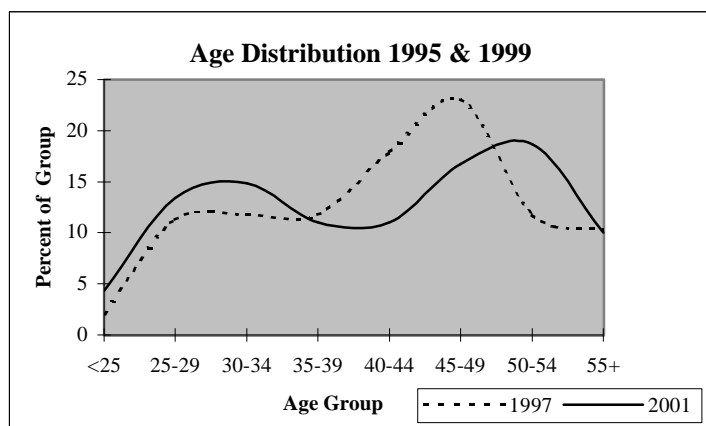
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	38	39	45	54	57	19.0%	19.5%	21.5%	24.2%	25.7%
4-7 Years	30	29	36	37	34	15.0%	14.5%	17.2%	16.6%	15.3%
8-11 Years	18	16	17	17	23	9.0%	8.0%	8.1%	7.6%	10.4%
12-15 Years	14	19	17	21	18	7.0%	9.5%	8.1%	9.4%	8.1%
16-19 Years	31	25	19	12	12	15.5%	12.5%	9.1%	5.4%	5.4%
20+ Years	69	72	75	82	78	34.5%	36.0%	35.9%	36.8%	35.1%
Average Experience	14.3	14.1	13.6	13.5	13.4					

District Report for: WHITE COUNTY

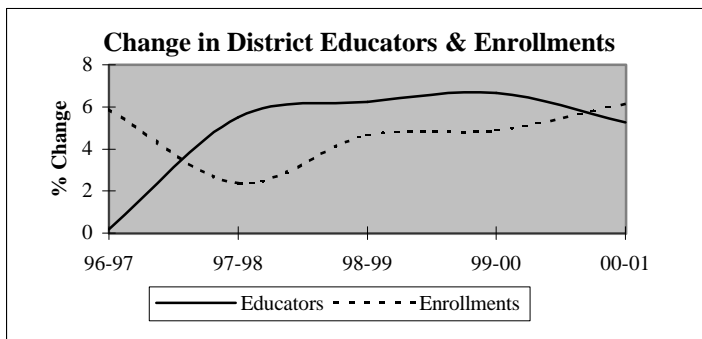
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	22	7	9	19	-	9.3%	3.0%	3.7%	7.3%	-
Attrition from Transfers	2	0	1	0	-	0.8%	0.0%	0.4%	0.0%	-
Attrition from Exits	20	7	8	19	-	8.5%	3.0%	3.3%	7.3%	-
Teacher Attrition	19	7	6	18	-	9.5%	3.5%	2.9%	8.1%	-
Attrition from Transfers	2	0	1	0	-	1.0%	0.0%	0.5%	0.0%	-
Attrition from Exits	17	7	5	18	-	8.5%	3.5%	2.4%	8.1%	-
District Retention										
Educator Retention	214	225	237	240	-	90.7%	97.0%	96.3%	92.7%	-
Teacher Retention	181	193	203	205	-	90.5%	96.5%	97.1%	91.9%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.7%	1.4%	16.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	92.6%	0.0%	7.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	89.8%	0.0%	10.2%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	91.3%	2.2%	6.5%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	97.7%	0.0%	2.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	93.3%	2.2%	4.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	9.3%	11.7%	14.9%	19.6%	21.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.7%	6.6%	10.5%	10.4%	9.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.8%	0.9%	0.4%	0.4%	0.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.2%	93.1%	91.1%	91.5%	91.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.9%	6.0%	8.5%	8.1%	8.3%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WILLIAMSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	17.7	17.2	16.9	16.6	16.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.7	20.0	19.9	19.4	19.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	56	67	76	64	-	-	-	-	-
% Change in Educators	0.2%	5.5%	6.2%	6.7%	5.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	1,005	427	860	939	1,245	-	-	-	-	-
% Change in Enrollment:	5.9%	2.4%	4.7%	4.9%	6.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.7%	2.2%	2.2%	2.6%	9.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.5%	4.5%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	9.6%	10.6%	9.9%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	3.6%	3.8%	4.0%	3.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.5%	4.3%	6.1%	12.0%	8.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.7%	50.0%	51.0%	53.7%	55.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.3	44.6	44.3	44.3	44.4	43.3	43.5	43.6	43.7	43.9
Average Experience	13.7	13.4	12.8	12.2	12.5	13.8	13.7	13.7	13.4	13.3
Average Salary	35,507	35,431	36,053	36,846	37,478	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.2%	3.6%	3.7%	3.5%	3.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.6%	80.0%	79.6%	80.9%	80.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.0%	11.0%	9.8%	10.3%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.7%	na	7.2%	7.6%	7.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	0.1%	1.2%	1.1%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

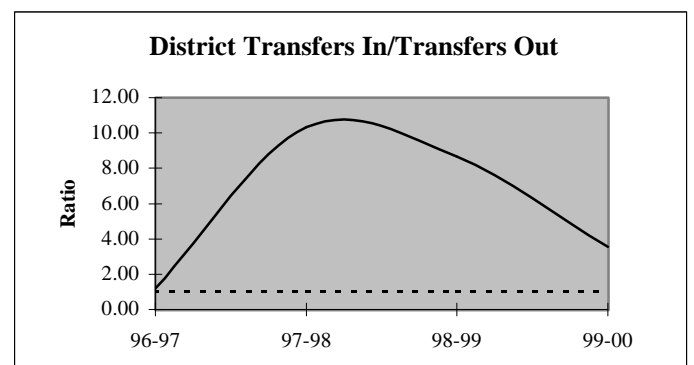
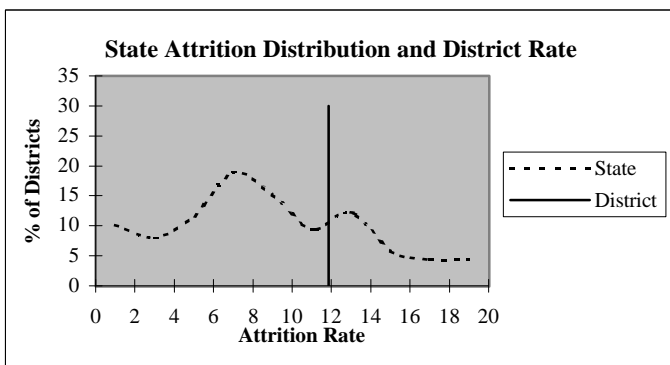
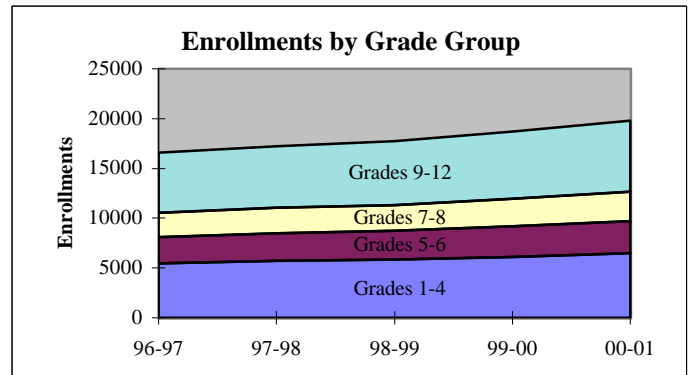
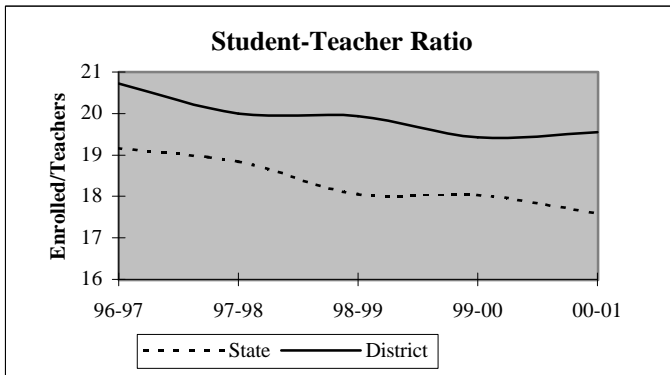
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,017	1,073	1,140	1,216	1,280	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	886	897	955	992	1,072	87.1%	83.6%	83.8%	81.6%	83.8%
Newly Hired	131	176	185	224	208	12.9%	16.4%	16.2%	18.4%	16.3%
Transfers In	25	31	26	32	37	19.1%	17.6%	14.1%	14.3%	17.8%
Reentrants	82	88	82	95	110	62.6%	50.0%	44.3%	42.4%	52.9%
First Time Educators	24	57	77	97	61	18.3%	32.4%	41.6%	43.3%	29.3%
Total Exiting Next Year	120	118	148	144	-	11.8%	11.0%	13.0%	11.8%	-
Transfers Out	21	3	3	9	-	17.5%	2.5%	2.0%	6.3%	-
Leave Tennessee Educ.	99	115	145	135	-	82.5%	97.5%	98.0%	93.8%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	11.8%	11.0%	13.0%	11.8%	-
Transfers In/Out	1.19	10.33	8.67	3.56	-

District Report for: WILLIAMSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,017	1,073	1,140	1,216	1,280	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	44	48	51	54	54	4.3%	4.5%	4.5%	4.4%	4.2%
Professional Staff	104	103	121	120	127	10.2%	9.6%	10.6%	9.9%	9.9%
Total Teachers	869	922	968	1,042	1,099	85.4%	85.9%	84.9%	85.7%	85.9%
Special Education	87	101	95	107	118	10.0%	11.0%	9.8%	10.3%	10.7%
Pre-K & Kindergarten	62	65	69	72	79	7.1%	7.0%	7.1%	6.9%	7.2%
Elementary (1-4)	307	317	338	379	385	35.3%	34.4%	34.9%	36.4%	35.0%
Middle School (5-6)	84	97	110	121	121	9.7%	10.5%	11.4%	11.6%	11.0%
Jr. High (7-8)	84	94	92	103	112	9.7%	10.2%	9.5%	9.9%	10.2%
High School (9-12)	245	248	264	260	284	28.2%	26.9%	27.3%	25.0%	25.8%
Business	6	5	5	9	4	2.4%	2.0%	1.9%	3.5%	1.4%
Language Arts	38	37	41	43	48	15.5%	14.9%	15.5%	16.5%	16.9%
Social Studies	31	30	33	41	43	12.7%	12.1%	12.5%	15.8%	15.1%
Foreign Language	20	22	19	20	23	8.2%	8.9%	7.2%	7.7%	8.1%
Mathematics	30	28	34	39	38	12.2%	11.3%	12.9%	15.0%	13.4%
Science	34	34	38	36	43	13.9%	13.7%	14.4%	13.8%	15.1%
Vocational Education	45	44	45	33	40	18.4%	17.7%	17.0%	12.7%	14.1%
Other High School	41	48	49	39	45	16.7%	19.4%	18.6%	15.0%	15.8%

Total Enrollments	18,008	18,435	19,295	20,234	21,479	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,202	1,222	1,325	1,340	1,438	6.7%	6.6%	6.9%	6.6%	6.7%
Grades 1-4	5,437	5,719	5,861	6,109	6,486	30.2%	31.0%	30.4%	30.2%	30.2%
Grades 5-6	2,648	2,761	2,909	3,065	3,220	14.7%	15.0%	15.1%	15.1%	15.0%
Grades 7-8	2,486	2,567	2,528	2,768	2,957	13.8%	13.9%	13.1%	13.7%	13.8%
Grades 9-12	6,032	6,146	6,429	6,738	7,160	33.5%	33.3%	33.3%	33.3%	33.3%
Ungraded	203	20	243	214	218	1.1%	0.1%	1.3%	1.1%	1.0%



District Report for: WILLIAMSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	44	47	49	50	50	4.6%	4.7%	4.6%	4.4%	4.2%
White - Females	20	23	24	24	25	45.5%	48.9%	49.0%	48.0%	50.0%
White - Males	22	22	22	20	21	50.0%	46.8%	44.9%	40.0%	42.0%
Black - Females	1	1	1	2	2	2.3%	2.1%	2.0%	4.0%	4.0%
Black - Males	1	1	2	4	2	2.3%	2.1%	4.1%	8.0%	4.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	99	98	112	111	118	10.2%	9.8%	10.5%	9.8%	9.9%
White - Females	83	82	94	96	100	83.8%	83.7%	83.9%	86.5%	84.7%
White - Males	12	13	13	9	12	12.1%	13.3%	11.6%	8.1%	10.2%
Black - Females	3	2	4	5	5	3.0%	2.0%	3.6%	4.5%	4.2%
Black - Males	1	1	0	0	0	1.0%	1.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other - Males	0	0	1	1	0	0.0%	0.0%	0.9%	0.9%	0.0%
Teachers	823	858	904	977	1,024	85.2%	85.5%	84.9%	85.9%	85.9%
White - Females	659	681	713	782	817	80.1%	79.4%	78.9%	80.0%	79.8%
White - Males	138	146	158	161	172	16.8%	17.0%	17.5%	16.5%	16.8%
Black - Females	15	18	19	20	18	1.8%	2.1%	2.1%	2.0%	1.8%
Black - Males	8	9	10	10	12	1.0%	1.0%	1.1%	1.0%	1.2%
Other - Females	3	3	3	4	4	0.4%	0.3%	0.3%	0.4%	0.4%
Other - Males	0	1	1	0	1	0.0%	0.1%	0.1%	0.0%	0.1%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	10	14	18	14	0.6%	1.4%	2.0%	2.6%	2.0%
25-29	55	55	67	69	82	7.7%	7.9%	9.7%	10.0%	11.6%
30-34	70	64	62	68	67	9.8%	9.1%	9.0%	9.8%	9.5%
35-39	72	67	68	60	58	10.1%	9.6%	9.8%	8.7%	8.2%
40-45	120	102	85	88	85	16.8%	14.6%	12.3%	12.7%	12.1%
45-49	178	167	147	136	125	24.9%	23.9%	21.3%	19.6%	17.8%
50-54	128	138	149	153	156	17.9%	19.7%	21.6%	22.1%	22.2%
55+	88	97	99	101	117	12.3%	13.9%	14.3%	14.6%	16.6%
Average Age	44.3	44.6	44.3	44.3	44.4					

Experience Distribution

Teachers by Experience

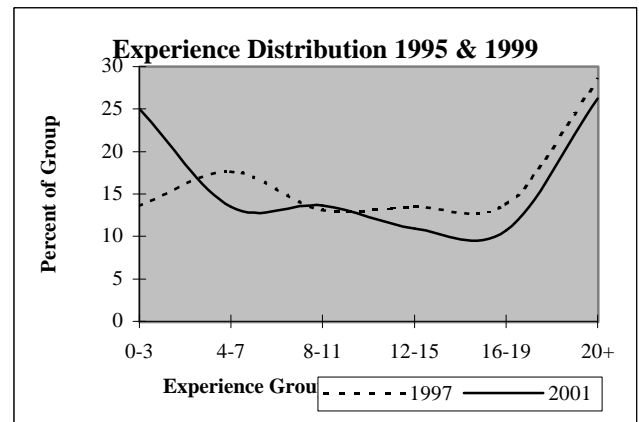
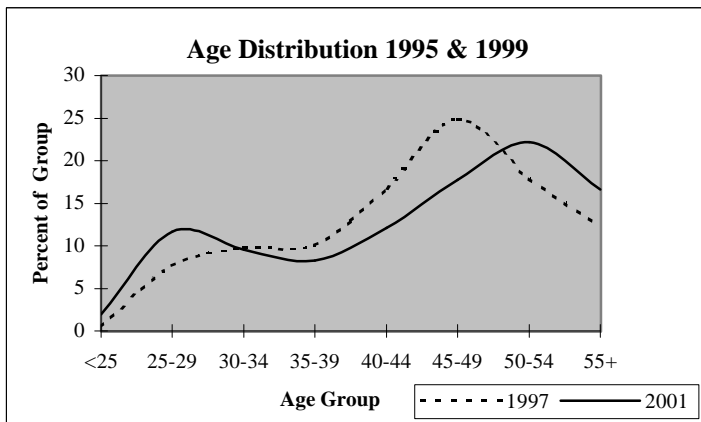
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	118	160	198	266	275	13.6%	17.4%	20.5%	25.5%	25.0%
4-7 Years	153	148	142	143	148	17.6%	16.1%	14.7%	13.7%	13.5%
8-11 Years	114	121	134	130	150	13.1%	13.1%	13.8%	12.5%	13.6%
12-15 Years	117	113	114	131	120	13.5%	12.3%	11.8%	12.6%	10.9%
16-19 Years	120	118	111	100	118	13.8%	12.8%	11.5%	9.6%	10.7%
20+ Years	247	262	269	272	288	28.4%	28.4%	27.8%	26.1%	26.2%
Average Experience	13.7	13.4	12.8	12.2	12.5					

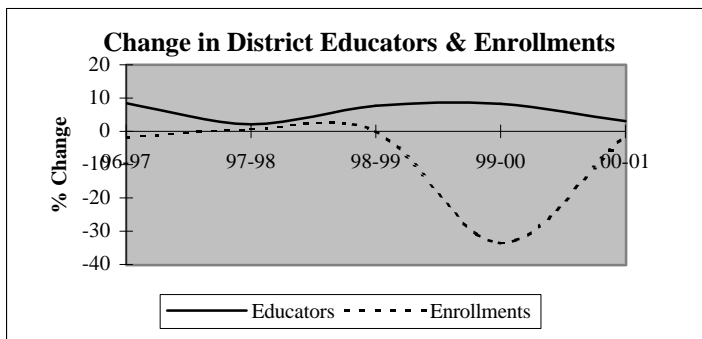
District Report for: WILLIAMSON COUNTY

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	120	118	148	144	-	11.8%	11.0%	13.0%	11.8%	-
Attrition from Transfers	21	3	3	9	-	2.1%	0.3%	0.3%	0.7%	-
Attrition from Exits	99	115	145	135	-	9.7%	10.7%	12.7%	11.1%	-
Teacher Attrition	105	104	120	123	-	12.1%	11.3%	12.4%	11.8%	-
Attrition from Transfers	19	2	2	8	-	2.2%	0.2%	0.2%	0.8%	-
Attrition from Exits	86	102	118	115	-	9.9%	11.1%	12.2%	11.0%	-
District Retention										
Educator Retention	897	955	992	1,072	-	88.2%	89.0%	87.0%	88.2%	-
Teacher Retention	764	818	848	919	-	87.9%	88.7%	87.6%	88.2%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	75.0%	3.3%	21.7%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	80.9%	0.9%	18.2%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	78.1%	3.1%	18.8%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	82.0%	0.0%	18.0%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	77.9%	1.1%	21.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	87.6%	0.0%	12.4%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	8.0%	12.9%	16.1%	18.6%	18.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.8%	6.4%	9.5%	8.6%	3.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	0.8%	2.4%	2.0%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.9%	85.6%	83.2%	81.9%	84.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.6%	13.5%	14.4%	16.0%	14.0%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	21.4	21.1	19.6	12.0	11.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	24.7	24.2	22.3	13.8	13.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	23	6	23	27	11	-	-	-	-	-
% Change in Educators	8.4%	2.0%	7.6%	8.3%	3.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-115	32	-4	-2,142	-58	-	-	-	-	-
% Change in Enrollment	-1.8%	0.5%	-0.1%	-33.6%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	3.0%	2.3%	2.8%	1.1%	7.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.3%	4.3%	4.8%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.8%	8.6%	8.0%	8.2%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.3%	6.7%	7.1%	6.5%	6.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	7.7%	0.0%	7.7%	6.7%	5.9%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	69.2%	69.2%	71.4%	58.8%	57.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.2	43.9	43.9	44.8	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	12.3	12.7	12.6	13.2	13.5	13.8	13.7	13.7	13.4	13.3
Average Salary	35,900	36,818	38,119	40,085	40,177	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.5%	6.1%	6.3%	5.7%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	87.9%	88.6%	88.8%	87.9%	88.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.1%	12.5%	13.3%	12.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	24.6%	na	24.0%	23.5%	24.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.1%	0.8%	1.0%	1.3%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

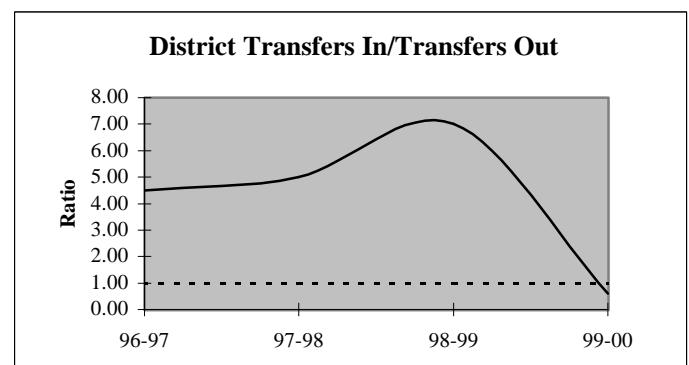
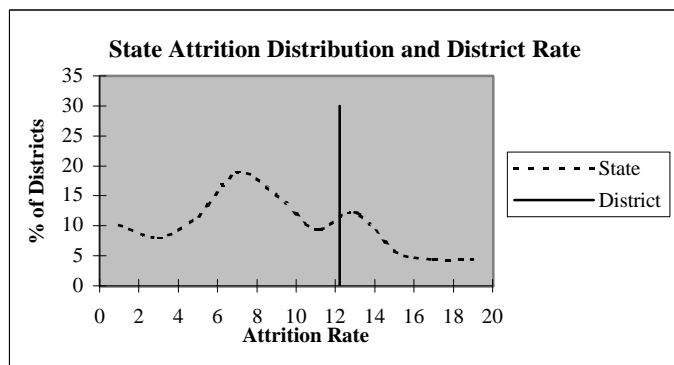
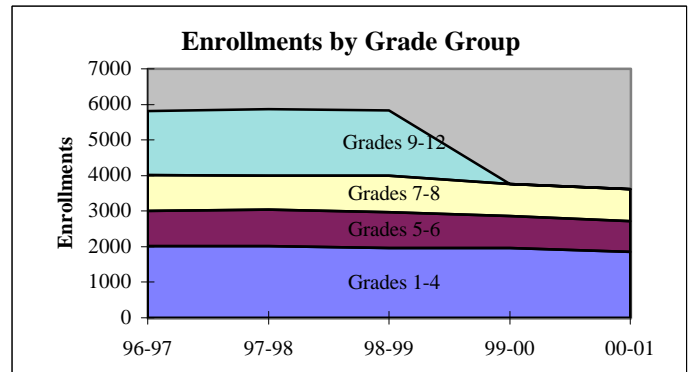
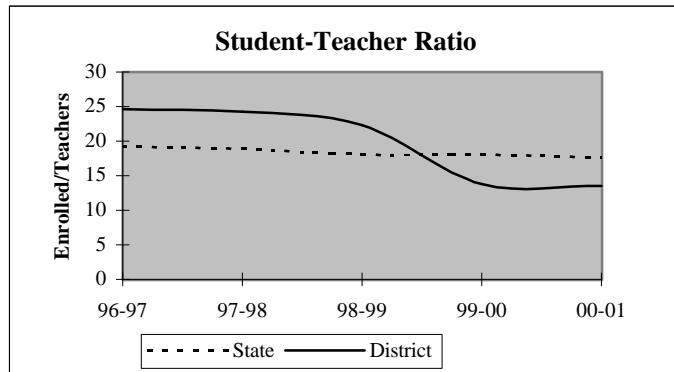
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	296	302	325	352	363	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	245	269	282	314	309	82.8%	89.1%	86.8%	89.2%	85.1%
Newly Hired	51	33	43	38	54	17.2%	10.9%	13.2%	10.8%	14.9%
Transfers In	9	5	7	3	10	17.6%	15.2%	16.3%	7.9%	18.5%
Reentrants	26	18	24	22	31	51.0%	54.5%	55.8%	57.9%	57.4%
First Time Educators	16	10	12	13	13	31.4%	30.3%	27.9%	34.2%	24.1%
Total Exiting Next Year	27	20	11	43	-	9.1%	6.6%	3.4%	12.2%	-
Transfers Out	2	1	1	5	-	7.4%	5.0%	9.1%	11.6%	-
Leave Tennessee Educ.	25	19	10	38	-	92.6%	95.0%	90.9%	88.4%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	9.1%	6.6%	3.4%	12.2%	-
Transfers In/Out	4.50	5.00	7.00	0.60	-

District Report for: FRANKLIN

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	296	302	325	352	363	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	14	17	19	4.4%	4.3%	4.3%	4.8%	5.2%
Professional Staff	26	26	26	29	36	8.8%	8.6%	8.0%	8.2%	9.9%
Total Teachers	257	263	285	306	308	86.8%	87.1%	87.7%	86.9%	84.8%
Special Education	31	33	38	39	43	12.1%	12.5%	13.3%	12.7%	14.0%
Pre-K & Kindergarten	24	24	23	28	31	9.3%	9.1%	8.1%	9.2%	10.1%
Elementary (1-4)	125	133	144	149	151	48.6%	50.6%	50.5%	48.7%	49.0%
Middle School (5-6)	43	38	40	39	38	16.7%	14.4%	14.0%	12.7%	12.3%
Jr. High (7-8)	32	35	40	51	45	12.5%	13.3%	14.0%	16.7%	14.6%
High School (9-12)	2	0	0	0	0	0.8%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	2	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	6,341	6,373	6,369	4,227	4,169	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	467	459	480	414	473	7.4%	7.2%	7.5%	9.8%	11.3%
Grades 1-4	2,009	2,022	1,956	1,967	1,856	31.7%	31.7%	30.7%	46.5%	44.5%
Grades 5-6	993	1,014	1,006	887	860	15.7%	15.9%	15.8%	21.0%	20.6%
Grades 7-8	1,002	966	1,025	903	908	15.8%	15.2%	16.1%	21.4%	21.8%
Grades 9-12	1,811	1,864	1,844	0	0	28.6%	29.2%	29.0%	0.0%	0.0%
Ungraded	59	48	58	56	72	0.9%	0.8%	0.9%	1.3%	1.7%



District Report for: FRANKLIN

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	13	12	13	15	17	4.6%	4.2%	4.2%	4.6%	5.1%
White - Females	8	8	9	9	10	61.5%	66.7%	69.2%	60.0%	58.8%
White - Males	4	4	3	5	6	30.8%	33.3%	23.1%	33.3%	35.3%
Black - Females	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	7.7%	6.7%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	26	25	28	35	9.3%	9.1%	8.1%	8.6%	10.5%
White - Females	20	19	18	21	27	76.9%	73.1%	72.0%	75.0%	77.1%
White - Males	3	3	3	3	4	11.5%	11.5%	12.0%	10.7%	11.4%
Black - Females	3	4	4	4	4	11.5%	15.4%	16.0%	14.3%	11.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	242	247	270	282	281	86.1%	86.7%	87.7%	86.8%	84.4%
White - Females	204	206	225	236	236	84.3%	83.4%	83.3%	83.7%	84.0%
White - Males	27	26	28	30	28	11.2%	10.5%	10.4%	10.6%	10.0%
Black - Females	10	15	16	15	15	4.1%	6.1%	5.9%	5.3%	5.3%
Black - Males	1	0	1	1	2	0.4%	0.0%	0.4%	0.4%	0.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	2	4	4	0.5%	0.5%	0.9%	1.8%	1.9%
25-29	28	22	24	20	20	13.7%	10.6%	11.1%	9.0%	9.4%
30-34	17	21	25	23	20	8.3%	10.1%	11.6%	10.4%	9.4%
35-39	14	15	16	18	15	6.9%	7.2%	7.4%	8.1%	7.1%
40-45	39	32	30	25	19	19.1%	15.5%	13.9%	11.3%	9.0%
45-49	51	57	52	46	49	25.0%	27.5%	24.1%	20.8%	23.1%
50-54	34	37	39	50	47	16.7%	17.9%	18.1%	22.6%	22.2%
55+	20	22	28	35	38	9.8%	10.6%	13.0%	15.8%	17.9%
Average Age	43.2	43.9	43.9	44.8	45.2					

Experience Distribution

Teachers by Experience

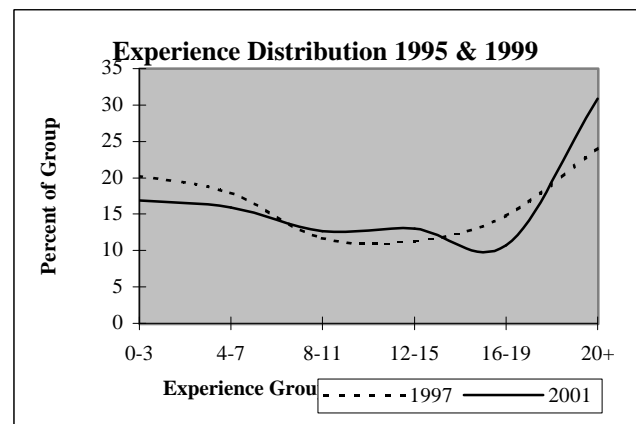
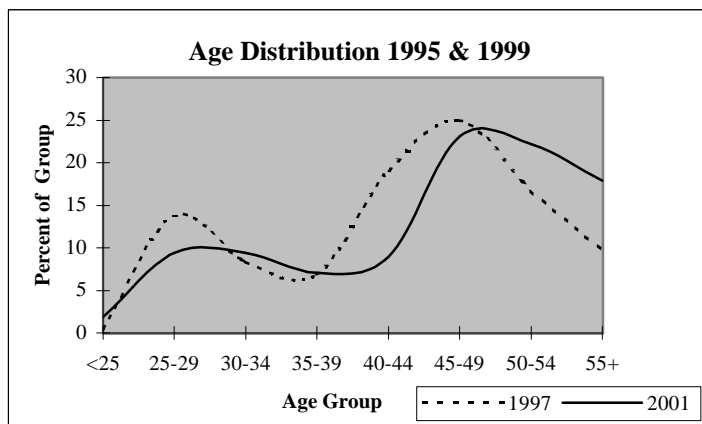
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	52	55	54	53	52	20.2%	20.9%	18.9%	17.3%	16.9%
4-7 Years	46	40	55	58	49	17.9%	15.2%	19.3%	19.0%	15.9%
8-11 Years	30	33	28	31	39	11.7%	12.5%	9.8%	10.1%	12.7%
12-15 Years	29	24	35	41	40	11.3%	9.1%	12.3%	13.4%	13.0%
16-19 Years	38	42	39	31	33	14.8%	16.0%	13.7%	10.1%	10.7%
20+ Years	62	69	74	92	95	24.1%	26.2%	26.0%	30.1%	30.8%
Average Experience	12.3	12.7	12.6	13.2	13.5					

District Report for: FRANKLIN

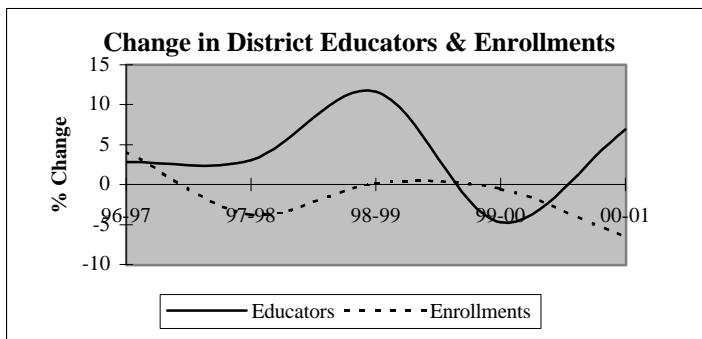
	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	27	20	11	43	-	9.1%	6.6%	3.4%	12.2%	-
Attrition from Transfers	2	1	1	5	-	0.7%	0.3%	0.3%	1.4%	-
Attrition from Exits	25	19	10	38	-	8.4%	6.3%	3.1%	10.8%	-
Teacher Attrition	24	18	11	41	-	9.3%	6.8%	3.9%	13.4%	-
Attrition from Transfers	2	1	1	5	-	0.8%	0.4%	0.4%	1.6%	-
Attrition from Exits	22	17	10	36	-	8.6%	6.5%	3.5%	11.8%	-
District Retention										
Educator Retention	269	282	314	309	-	90.9%	93.4%	96.6%	87.8%	-
Teacher Retention	233	245	274	265	-	90.7%	93.2%	96.1%	86.6%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	80.0%	3.1%	16.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.1%	1.6%	14.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	88.1%	0.0%	11.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	80.3%	0.0%	19.7%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	89.4%	1.5%	9.1%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	84.6%	3.1%	12.3%	89.6%	1.8%	91.4%	8.6%

	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Survey Data Quality										
Incomplete Responses										
Race	7.1%	9.9%	13.4%	16.8%	17.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.5%	5.2%	6.7%	7.4%	6.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.7%	1.7%	1.8%	2.8%	2.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.1%	88.4%	87.1%	86.4%	85.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.3%	0.0%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	14.2%	9.6%	11.1%	10.5%	12.1%	8.6%	9.3%	9.4%	11.0%	10.3%



District Report for: WILSON COUNTY



Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	19.5	18.2	16.3	17.1	14.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	22.8	21.1	19.0	19.9	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	18	20	79	-36	50	-	-	-	-	-
% Change in Educators	2.8%	3.0%	11.6%	-4.7%	6.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	503	-482	22	-67	-803	-	-	-	-	-
% Change in Enrollment:	4.1%	-3.8%	0.2%	-0.5%	-6.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.1%	0.4%	0.0%	10.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.9%	4.4%	4.4%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	8.8%	9.6%	9.8%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.7%	4.4%	4.2%	3.7%	3.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.5%	6.1%	6.1%	3.1%	2.6%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	38.7%	48.5%	48.5%	59.4%	56.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.0	42.3	42.2	42.9	43.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.0	11.9	11.5	12.2	12.4	13.8	13.7	13.7	13.4	13.3
Average Salary	30,654	30,995	32,208	33,247	33,110	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.6%	4.2%	4.0%	3.5%	3.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.7%	81.9%	80.8%	79.2%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.0%	9.4%	8.0%	7.3%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.0%	na	6.6%	7.3%	8.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	0.6%	0.8%	1.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

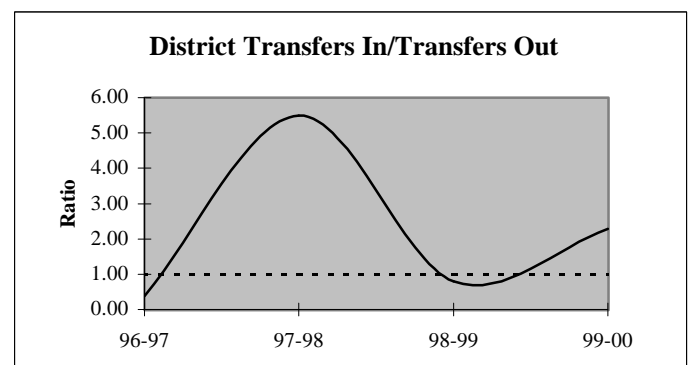
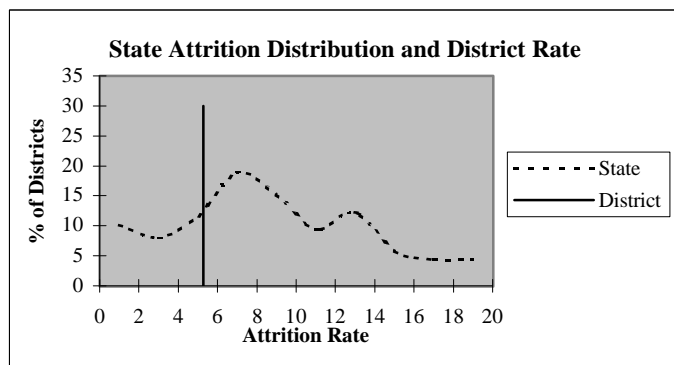
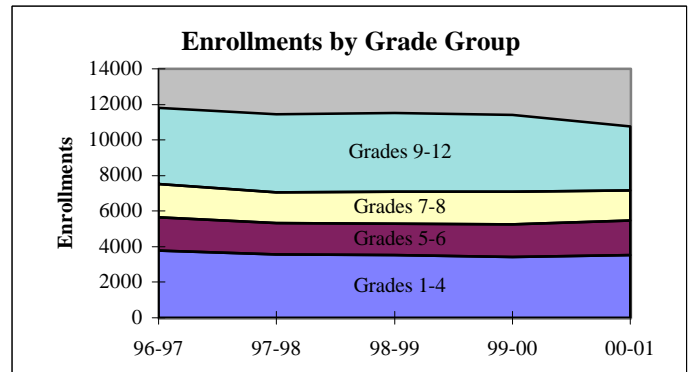
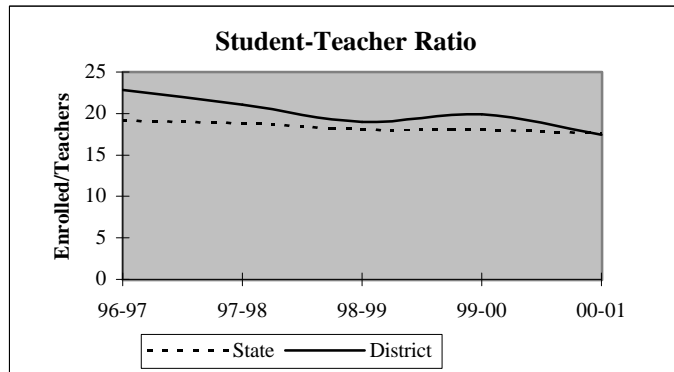
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	659	679	758	722	772	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	583	588	646	631	684	88.5%	86.6%	85.2%	87.4%	88.6%
Newly Hired	76	91	112	91	88	11.5%	13.4%	14.8%	12.6%	11.4%
Transfers In	8	11	16	16	9	10.5%	12.1%	14.3%	17.6%	10.2%
Reentrants	30	30	35	34	30	39.5%	33.0%	31.3%	37.4%	34.1%
First Time Educators	38	50	61	41	49	50.0%	54.9%	54.5%	45.1%	55.7%
Total Exiting Next Year	71	33	127	38	-	10.8%	4.9%	16.8%	5.3%	-
Transfers Out	21	2	20	7	-	29.6%	6.1%	15.7%	18.4%	-
Leave Tennessee Educ.	50	31	107	31	-	70.4%	93.9%	84.3%	81.6%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	10.8%	4.9%	16.8%	5.3%	-
Transfers In/Out	0.38	5.50	0.80	2.29	-

District Report for: WILSON COUNTY

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	659	679	758	722	772	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	31	33	33	32	39	4.7%	4.9%	4.4%	4.4%	5.1%
Professional Staff	65	60	73	71	73	9.9%	8.8%	9.6%	9.8%	9.5%
Total Teachers	563	586	652	619	660	85.4%	86.3%	86.0%	85.7%	85.5%
Special Education	45	55	52	45	51	8.0%	9.4%	8.0%	7.3%	7.7%
Pre-K & Kindergarten	40	39	42	39	41	7.1%	6.7%	6.4%	6.3%	6.2%
Elementary (1-4)	184	188	216	216	225	32.7%	32.1%	33.1%	34.9%	34.1%
Middle School (5-6)	61	69	76	73	79	10.8%	11.8%	11.7%	11.8%	12.0%
Jr. High (7-8)	59	58	60	52	55	10.5%	9.9%	9.2%	8.4%	8.3%
High School (9-12)	174	177	206	194	209	30.9%	30.2%	31.6%	31.3%	31.7%
Business	7	7	8	9	10	4.0%	4.0%	3.9%	4.6%	4.8%
Language Arts	29	27	30	26	27	16.7%	15.3%	14.6%	13.4%	12.9%
Social Studies	17	22	25	24	24	9.8%	12.4%	12.1%	12.4%	11.5%
Foreign Language	9	9	12	9	11	5.2%	5.1%	5.8%	4.6%	5.3%
Mathematics	24	24	27	28	32	13.8%	13.6%	13.1%	14.4%	15.3%
Science	19	21	22	20	20	10.9%	11.9%	10.7%	10.3%	9.6%
Vocational Education	30	34	40	38	39	17.2%	19.2%	19.4%	19.6%	18.7%
Other High School	39	33	42	40	46	22.4%	18.6%	20.4%	20.6%	22.0%

Total Enrollments	12,844	12,362	12,384	12,317	11,514	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	910	859	778	785	751	7.1%	6.9%	6.3%	6.4%	6.5%
Grades 1-4	3,770	3,551	3,539	3,434	3,513	29.4%	28.7%	28.6%	27.9%	30.5%
Grades 5-6	1,892	1,773	1,764	1,827	1,957	14.7%	14.3%	14.2%	14.8%	17.0%
Grades 7-8	1,852	1,743	1,781	1,829	1,697	14.4%	14.1%	14.4%	14.8%	14.7%
Grades 9-12	4,283	4,363	4,422	4,323	3,596	33.3%	35.3%	35.7%	35.1%	31.2%
Ungraded	137	73	100	119	0	1.1%	0.6%	0.8%	1.0%	0.0%



District Report for: WILSON COUNTY

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	31	33	33	32	39	5.0%	5.2%	4.7%	4.8%	5.5%
White - Females	11	15	15	18	21	35.5%	45.5%	45.5%	56.3%	53.8%
White - Males	18	16	16	13	17	58.1%	48.5%	48.5%	40.6%	43.6%
Black - Females	1	1	1	1	1	3.2%	3.0%	3.0%	3.1%	2.6%
Black - Males	1	1	1	0	0	3.2%	3.0%	3.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	64	57	69	66	68	10.3%	8.9%	9.7%	9.9%	9.6%
White - Females	56	50	59	58	59	87.5%	87.7%	85.5%	87.9%	86.8%
White - Males	5	4	6	4	5	7.8%	7.0%	8.7%	6.1%	7.4%
Black - Females	3	3	4	4	4	4.7%	5.3%	5.8%	6.1%	5.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	527	550	607	570	605	84.7%	85.9%	85.6%	85.3%	85.0%
White - Females	414	435	479	446	478	78.6%	79.1%	78.9%	78.2%	79.0%
White - Males	89	92	104	104	107	16.9%	16.7%	17.1%	18.2%	17.7%
Black - Females	20	19	20	16	14	3.8%	3.5%	3.3%	2.8%	2.3%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	3	3	3	3	5	0.6%	0.5%	0.5%	0.5%	0.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	8	17	10	9	0.8%	1.7%	3.3%	2.1%	1.8%
25-29	61	53	55	55	57	12.8%	11.0%	10.6%	11.6%	11.7%
30-34	47	61	66	51	57	9.9%	12.7%	12.7%	10.7%	11.7%
35-39	58	51	58	50	47	12.2%	10.6%	11.2%	10.5%	9.7%
40-45	103	96	84	70	58	21.6%	20.0%	16.2%	14.7%	11.9%
45-49	108	101	112	103	97	22.7%	21.0%	21.6%	21.6%	19.9%
50-54	59	67	75	83	97	12.4%	13.9%	14.5%	17.4%	19.9%
55+	36	44	52	54	65	7.6%	9.1%	10.0%	11.3%	13.3%
Average Age	42.0	42.3	42.2	42.9	43.3					

Experience Distribution

Teachers by Experience

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	130	148	181	151	169	23.1%	25.3%	27.8%	24.4%	25.6%
4-7 Years	96	95	104	111	112	17.1%	16.2%	16.0%	17.9%	17.0%
8-11 Years	69	71	76	67	78	12.3%	12.1%	11.7%	10.8%	11.8%
12-15 Years	61	56	65	62	58	10.8%	9.6%	10.0%	10.0%	8.8%
16-19 Years	68	65	58	62	58	12.1%	11.1%	8.9%	10.0%	8.8%
20+ Years	139	151	168	166	185	24.7%	25.8%	25.8%	26.8%	28.0%
Average Experience	12.0	11.9	11.5	12.2	12.4					

District Report for: WILSON COUNTY

Attrition

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	71	33	127	38	-	10.8%	4.9%	16.8%	5.3%	-
Attrition from Transfers	21	2	20	7	-	3.2%	0.3%	2.6%	1.0%	-
Attrition from Exits	50	31	107	31	-	7.6%	4.6%	14.1%	4.3%	-
Teacher Attrition	62	31	111	34	-	11.0%	5.3%	17.0%	5.5%	-
Attrition from Transfers	18	2	15	7	-	3.2%	0.3%	2.3%	1.1%	-
Attrition from Exits	44	29	96	27	-	7.8%	4.9%	14.7%	4.4%	-

District Retention

Educator Retention	588	646	631	684	-	89.2%	95.1%	83.2%	94.7%	-
Teacher Retention	501	555	541	585	-	89.0%	94.7%	83.0%	94.5%	-

Teacher Retention

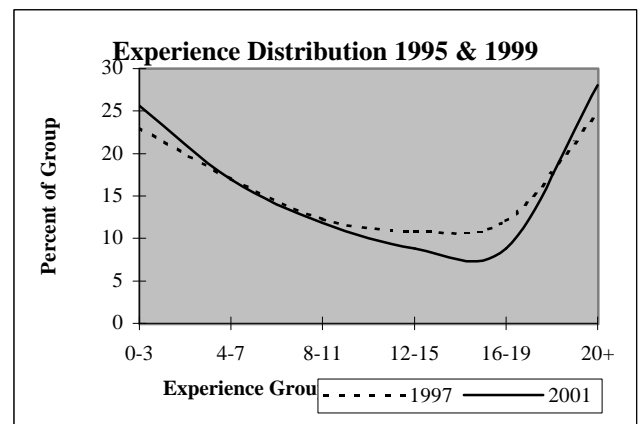
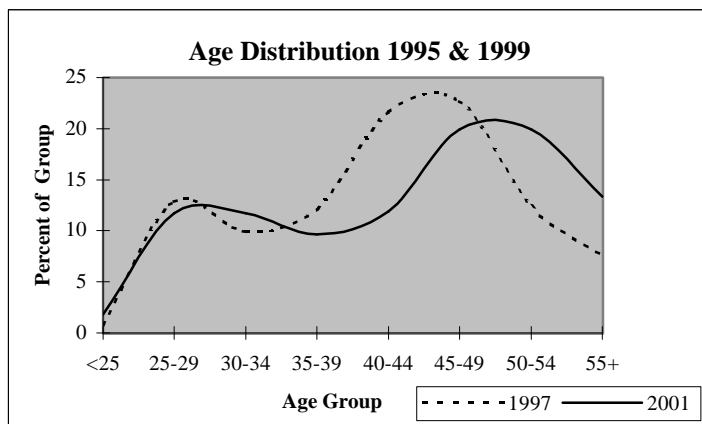
5 Year Average Retention Rate	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.5%	4.3%	17.2%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	84.8%	3.8%	11.4%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	86.9%	3.0%	10.1%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	80.4%	3.8%	15.8%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	88.0%	0.8%	11.3%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	85.8%	4.5%	9.7%	89.6%	1.8%	91.4%	8.6%

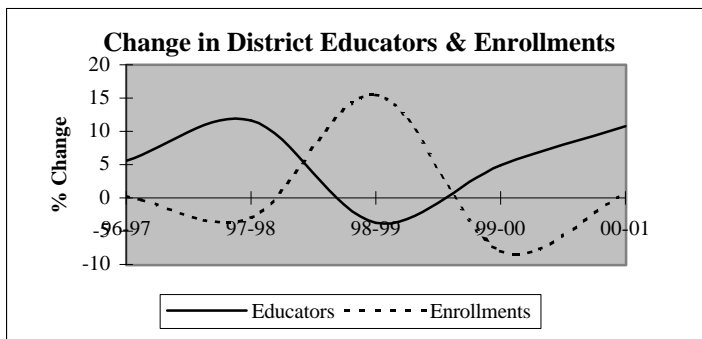
Survey Data Quality

Incomplete Responses	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Race	10.0%	16.4%	22.6%	23.3%	23.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	9.9%	15.4%	12.9%	11.8%	4.6%	7.8%	10.1%	9.2%	8.7%

Experience Increment

% Increment by 0	1.2%	0.6%	2.5%	1.8%	3.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.2%	86.5%	84.3%	87.7%	86.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.6%	0.3%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.3%	12.4%	12.9%	10.5%	10.4%	8.6%	9.3%	9.4%	11.0%	10.3%





Descriptive Indicators	District					Statewide				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	15.0	13.0	15.7	13.7	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.7	15.3	18.1	16.3	15.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	10	22	-8	10	23	-	-	-	-	-
% Change in Educators	5.6%	11.6%	-3.8%	4.9%	10.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	9	-85	426	-255	17	-	-	-	-	-
% Change in Enrollment:	0.3%	-3.0%	15.5%	-8.0%	0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.9%	0.5%	0.5%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.3%	4.7%	4.4%	5.6%	5.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	10.0%	8.9%	10.3%	12.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.7%	7.0%	6.3%	6.9%	7.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	10.0%	10.0%	11.1%	8.3%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	30.0%	30.0%	33.3%	50.0%	38.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.9	41.1	41.5	41.2	40.9	43.3	43.5	43.6	43.7	43.9
Average Experience	12.0	11.4	12.1	11.4	11.0	13.8	13.7	13.7	13.4	13.3
Average Salary	32,631	32,016	34,292	35,165	35,088	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.6%	7.1%	6.1%	6.5%	7.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.8%	90.6%	90.3%	89.9%	90.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.1%	8.3%	7.4%	8.4%	8.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	21.2%	na	20.2%	22.0%	22.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.2%	2.0%	1.9%	1.5%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

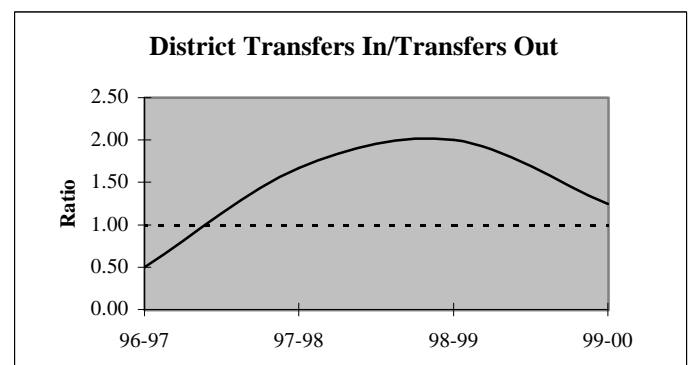
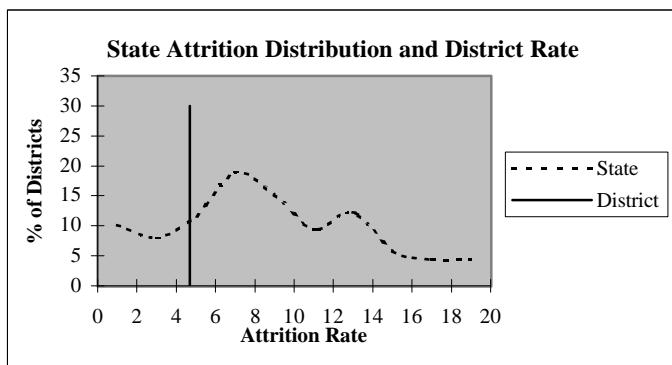
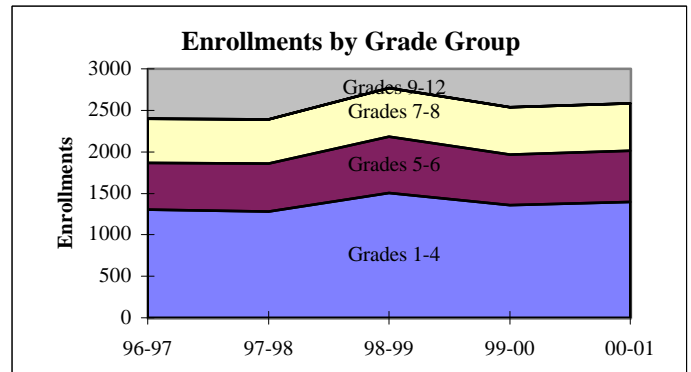
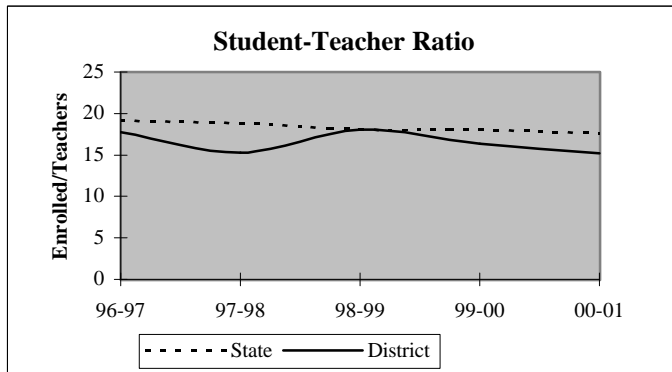
Dynamics of the Workforce	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	189	211	203	213	236	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	168	178	181	187	203	88.9%	84.4%	89.2%	87.8%	86.0%
Newly Hired	21	33	22	26	33	11.1%	15.6%	10.8%	12.2%	14.0%
Transfers In	1	5	2	5	5	4.8%	15.2%	9.1%	19.2%	15.2%
Reentrants	4	9	13	5	10	19.0%	27.3%	59.1%	19.2%	30.3%
First Time Educators	16	19	7	16	18	76.2%	57.6%	31.8%	61.5%	54.5%
Total Exiting Next Year	11	30	16	10	-	5.8%	14.2%	7.9%	4.7%	-
Transfers Out	2	3	1	4	-	18.2%	10.0%	6.3%	40.0%	-
Leave Tennessee Educ.	9	27	15	6	-	81.8%	90.0%	93.8%	60.0%	-

Dynamics Rates	District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01
District Attrition	5.8%	14.2%	7.9%	4.7%	-
Transfers In/Out	0.50	1.67	2.00	1.25	-

District Report for: LEBANON

Profile by Position	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	189	211	203	213	236	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	9	12	13	5.3%	4.7%	4.4%	5.6%	5.5%
Professional Staff	19	21	18	22	30	10.1%	10.0%	8.9%	10.3%	12.7%
Total Teachers	160	180	176	179	193	84.7%	85.3%	86.7%	84.0%	81.8%
Special Education	13	15	13	15	17	8.1%	8.3%	7.4%	8.4%	8.8%
Pre-K & Kindergarten	20	22	20	20	19	12.5%	12.2%	11.4%	11.2%	9.8%
Elementary (1-4)	82	94	93	101	108	51.3%	52.2%	52.8%	56.4%	56.0%
Middle School (5-6)	24	27	28	26	25	15.0%	15.0%	15.9%	14.5%	13.0%
Jr. High (7-8)	20	21	22	17	24	12.5%	11.7%	12.5%	9.5%	12.4%
High School (9-12)	1	1	0	0	0	0.6%	0.6%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	2,837	2,752	3,178	2,923	2,940	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	390	308	349	342	304	13.7%	11.2%	11.0%	11.7%	10.3%
Grades 1-4	1,304	1,281	1,500	1,357	1,398	46.0%	46.5%	47.2%	46.4%	47.6%
Grades 5-6	564	576	680	608	611	19.9%	20.9%	21.4%	20.8%	20.8%
Grades 7-8	529	532	590	571	576	18.6%	19.3%	18.6%	19.5%	19.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	50	55	59	45	51	1.8%	2.0%	1.9%	1.5%	1.7%



District Report for: LEBANON

Profile by

Known Race and Gender

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Administrative	10	10	9	12	13	5.6%	5.0%	4.7%	5.9%	5.8%
White - Females	2	2	2	5	5	20.0%	20.0%	22.2%	41.7%	38.5%
White - Males	7	7	6	6	8	70.0%	70.0%	66.7%	50.0%	61.5%
Black - Females	1	1	1	1	0	10.0%	10.0%	11.1%	8.3%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	21	18	22	30	10.6%	10.4%	9.4%	10.9%	13.3%
White - Females	15	17	15	18	23	78.9%	81.0%	83.3%	81.8%	76.7%
White - Males	3	3	2	2	3	15.8%	14.3%	11.1%	9.1%	10.0%
Black - Females	1	1	1	2	3	5.3%	4.8%	5.6%	9.1%	10.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	151	170	165	168	182	83.9%	84.6%	85.9%	83.2%	80.9%
White - Females	126	144	141	142	154	83.4%	84.7%	85.5%	84.5%	84.6%
White - Males	15	14	14	15	15	9.9%	8.2%	8.5%	8.9%	8.2%
Black - Females	10	12	10	10	11	6.6%	7.1%	6.1%	6.0%	6.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.6%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution

Teachers by Age Group

	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	3	3	3	2.1%	2.6%	2.0%	2.1%	2.0%
25-29	24	23	19	19	23	16.7%	15.2%	12.9%	13.4%	15.4%
30-34	18	22	25	23	23	12.5%	14.6%	17.0%	16.2%	15.4%
35-39	20	20	17	19	22	13.9%	13.2%	11.6%	13.4%	14.8%
40-45	18	18	18	20	17	12.5%	11.9%	12.2%	14.1%	11.4%
45-49	30	26	24	19	20	20.8%	17.2%	16.3%	13.4%	13.4%
50-54	19	27	31	29	28	13.2%	17.9%	21.1%	20.4%	18.8%
55+	12	11	10	10	13	8.3%	7.3%	6.8%	7.0%	8.7%
Average Age	40.9	41.1	41.5	41.2	40.9					

Experience Distribution

Teachers by Experience

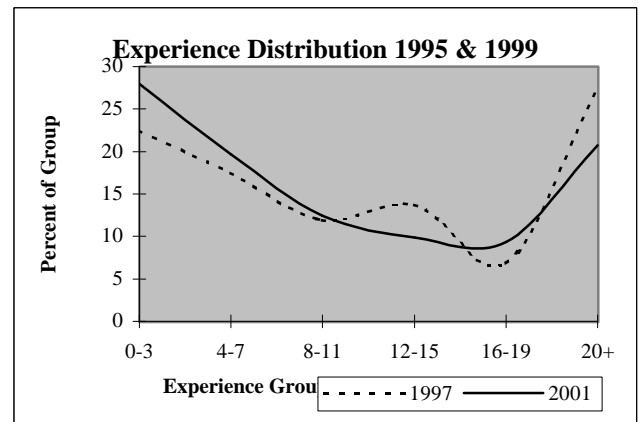
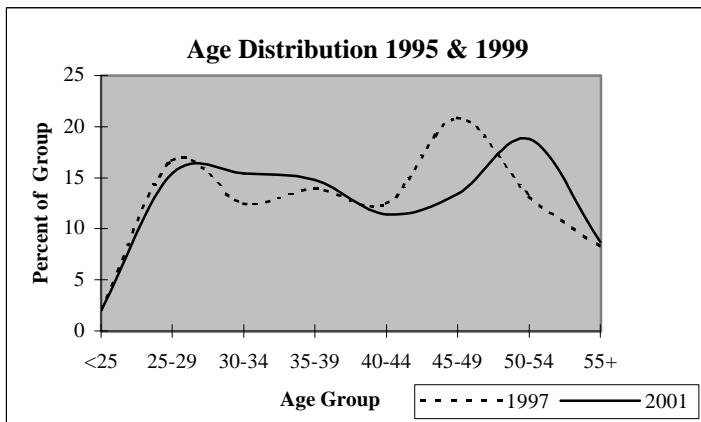
	District Counts					District Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	36	48	41	53	54	22.5%	26.7%	23.3%	29.6%	28.0%
4-7 Years	28	34	35	25	38	17.5%	18.9%	19.9%	14.0%	19.7%
8-11 Years	19	18	19	26	24	11.9%	10.0%	10.8%	14.5%	12.4%
12-15 Years	22	18	20	20	19	13.8%	10.0%	11.4%	11.2%	9.8%
16-19 Years	11	16	14	14	18	6.9%	8.9%	8.0%	7.8%	9.3%
20+ Years	44	46	47	41	40	27.5%	25.6%	26.7%	22.9%	20.7%
Average Experience	12.0	11.4	12.1	11.4	11.0					

District Report for: LEBANON

	District Counts					District Rates				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Attrition										
Educator Attrition	11	30	16	10	-	5.8%	14.2%	7.9%	4.7%	-
Attrition from Transfers	2	3	1	4	-	1.1%	1.4%	0.5%	1.9%	-
Attrition from Exits	9	27	15	6	-	4.8%	12.8%	7.4%	2.8%	-
Teacher Attrition	10	24	12	8	-	6.3%	13.3%	6.8%	4.5%	-
Attrition from Transfers	2	3	0	3	-	1.3%	1.7%	0.0%	1.7%	-
Attrition from Exits	8	21	12	5	-	5.0%	11.7%	6.8%	2.8%	-
District Retention										
Educator Retention	178	181	187	203	-	94.2%	85.8%	92.1%	95.3%	-
Teacher Retention	150	156	164	171	-	93.8%	86.7%	93.2%	95.5%	-

Teacher Retention	District Rates			Statewide Rates			
	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
5 Year Average Retention Rate							
New Entrants	81.4%	6.8%	11.9%	78.6%	5.3%	83.9%	16.1%
1 Year of Experience	95.7%	0.0%	4.3%	84.3%	2.9%	87.2%	12.8%
2 Years of Experience	87.5%	3.6%	8.9%	86.1%	2.7%	88.8%	11.2%
3 Years of Experience	87.8%	2.0%	10.2%	87.3%	2.2%	89.6%	10.4%
4 Years of Experience	83.3%	0.0%	16.7%	88.4%	2.1%	90.5%	9.5%
5 Years of Experience	95.2%	0.0%	4.8%	89.6%	1.8%	91.4%	8.6%

Survey Data Quality	District Percentages					Statewide Percentages				
	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	14.0%	20.3%	23.8%	26.6%	27.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.0%	13.7%	16.3%	15.4%	11.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.5%	1.0%	1.4%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	86.3%	89.2%	88.3%	85.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.6%	13.3%	9.9%	10.3%	13.1%	8.6%	9.3%	9.4%	11.0%	10.3%



Appendix A
State of Tennessee
Data Processing Notes 2002
Distribution and Preliminary Data Files

1. Educators are selected from the distribution database for inclusion as long as they are both “Active” in the “Record Status” field and their “Months/days Paid” are greater than zero. In the case of the 1996-97 distribution file it was necessary to “reset” the record status field for those educators showing continuously increasing experience from 1995-96 through 1997-98. This methodology was dropped in subsequent years after discussion with Deborah Gilliam regarding the use of the Active flag in the distribution file.
2. FTE is set to 1.0 for all educators and then adjusted for part time or split schedule work using the “Percent Part-time Daily” field.
3. Each individual educator is then assigned to a position grouping using the TCHASSIGN field from the distribution database. The cross-walk from tchassign to dynamics position is provided as an attachment.
4. The educators partial FTE’s are then aggregated by ssn/teacher number, district, and dynamics position and sorted from lowest to highest.
5. A single dynamics position is then selected for each educator according to the highest partial FTE totaled in the step above. Ties are broken first by highest total partial FTE, and then by lowest dynamics position number.
6. Once the position has been determined, each educator is assigned to a single district (System Number) by selecting the district in which they spend the majority of their time in that position. Ties are broken by highest total partial FTE, and then by lowest district number.
7. The educators classified as teachers grades 9-12 (dynamics position ‘900’) are then broken down into their assignments using the preliminary staff data files. First, each 9-12 educator is matched to their assignment data. Each course that they report as an assignment is cross-walked to a dynamics position (from ‘905’ to ‘990’). The courses are then counted by dynamics groups for each person to determine where the majority of the educators time spent. Ties are broken by lowest dynamics position code. In this step is it possible for educators classified as grades 9-12 to be moved into the special education category.

Special Processing Note: The 1997-98 preliminary staff file was not created due to a problem encountered during a change in data collection procedures. The 1998-99 preliminary file was used with the 1997-98 distribution file to breakout the High School teachers using the methodology outlined about. The 1999-2000 Preliminary file had structural problems which made it necessary to use the 1998-99 and 2000-01 files to help bridge the gap for more than 400 unreadable records.

Appendix B
State of Tennessee
Data Processing Notes 2000
Tennessee Institutions of Higher Education (IHE) Files

Processing of the Tennessee Board of Regent of Higher Education (IHE) begins with the graduates of Tennessee Institutions of Higher Education. One file exists each for graduates of Public and of Private Institutions.

1. The graduate files have multiple record types within the same file. Therefore, the first step is to separate the file into its individual file components. One set of records contains data on degrees issued, while another record type includes information on teacher licensure status. Data files prior to 1996 have licensure data on the same record for graduates while non-degree recipient licensure information is included on a separate record. A degree record exists for each degree issued in the fiscal year of the data file (July to June). For data files after 1996, licensure data is only available on the licensure record whether a degree was granted or not and was merged into the degree data. In the case of the data files after 1996, licensure records exist for every teaching or administrator license issued during that fiscal year. In either set of files a licensure record may, or may not be accompanied by a degree record.
2. Tennessee is concerned with first time entry into Public Education through Tennessee IHEs. Bachelor's degree recipients seeking first time licensure are the largest source of new hires in public education and are determined by merging the degree recipients in a given year with the licensure data. The remaining licensure data are for post bachelors who are seeking first time licensure. This group makes up the second largest source of new hires in public education.
3. Data for these two groups are aggregated by fiscal year (July to June), race, sex and IHE and presented in the Graduates and Yield tables in the Tennessee Summary Report of Educator Supply and Demand. This is slightly different from how Data and Decision Analysis (DaDA) typically aggregates graduates for yield. DaDA usually aggregates the data from the Fall Semester (graduates in late fall) through the Summer Semester (graduates in late summer). This allows for graduates in the Summer Semester to be counted in the next year of employment. In the case of the Tennessee data, yield into employment is allowed for the year of the IHE file to account for these Summer Semester graduates as well as those educators who are employed throughout the year as they receive licensure. The yield tables report a consistent yield of two years (current and one year out) to ensure comparability of the data across time.
4. Entry into Public Education is determined by analyzing the Department of Education Distribution and Preliminary data files. New hires are defined as those persons with zero years of experience in the current year, and no known record of employment in any previous year. This becomes the entry year for the educators. It is this entry year that is used with the IHE data to calculate the yield information.

Appendix C
State of Tennessee
Position Code to Tennessee Position Crosswalk

Code	Position Description	Tennessee Teaching Position	Tennessee Position Name
110	Superintendents	10	Superintendent
115	Assistant Superintendents	11	Asst. Superintendent
121	Elementary Principals	03	Principal (Elem.)
123	Secondary Principals	04	Principal (Sec)
124	Elem. & Sec. Principals	05	Principal (Elem. & Sec)
126	Asst. Elem. Principals	06	Asst. Principal (Elem.)
128	Asst. Sec. Principals	07	Asst. Principal (Sec)
129	Asst. Elem. & Sec. Principals	08	Asst. Principal (Elem. & Sec)
190	Other Administrative	74	Spec Ed Principal
		19	Principal & Superintendent
		63	Vocational Principal
210	Guidance Counselors	40	Guidance Counselor (Elem.)
		41	Guidance Counselor (Sec)
		42	Guidance Counselor (Elem. & Sec)
220	Librarians	28	Librarian (Elem. & Sec)
		31	Librarian (Elem.)
		32	Librarian (Sec)
280	Supervisors	16	Supv of Instruction (Sec)
		17	Supv of Instruction (Elem.)
		20	Supv of Inst. (Elem. & Sec)
		21	Materials Supervisor
		23	School Food Service Supervisor
		24	Special Education Supervisor
		75	Spec Ed Supervisor
		25	Vocational Supervisor
		62	Vocational Supervisor
		92	Chapter 1 Supervisor
290	Other Professional Staff	72	Spec Ed Related Ser, Prof. Pers
		73	Spec Ed School Psychologist
		29	Other System Wide (NCL)
		30	Other System Wide (CL)
		18	Attendance Teacher
		22	School Psychologist
		26	School Social Worker
		76	Speech/Hearing Specialist
		77	Audiologist
		33	Assessment Personnel
		34	Assessment Personnel

(Continued)

State of Tennessee
Position Code to Tennessee Position Crosswalk
(Continued)

Code	Position Description	Tennessee Teaching Position	Tennessee Position Name
310	Special Education	46	Learning Disabilities
		47	SMR
		50	Home Instruction
		51	Hospital Instruction
		52	Multiple Disabilities
		53	Speech & Hearing
		54	Severe Speech & Hearing
		55	Severe Hard of Hearing
		56	Visually Handicapped
		57	EMR
		58	Experimental Spec Ed
		59	Emotionally Disturbed
		68	Spec Ed Teacher (Elem.)
		69	Spec Ed Teacher (Sec)
		70	Spec Ed Teacher (OPTS 7,8,9)
		71	Home/Hospital Instruction
400	Early Childhood Education	79	Pre-K Teacher
500	Kindergarten Teachers	80	Kindergarten Teacher
		00	Kindergarten
600	Elementary Teachers	01	Elementary Teacher
		27	Music Teacher (Elem.)
		36	Art Teacher (Elem.)
		37	Phys Ed Teacher (Elem.)
		81	Grade 1 Teacher
		82	Grade 2 Teacher
		83	Grade 3 Teacher
		84	Grade 4 Teacher
		90	Chapter 1 Teacher (Elem.)
		64	Vocational Teacher (Elem.)
700	Middle School Teachers	85	Grade 5 Teacher
		86	Grade 6 Teacher
800	Jr. High School Teachers	87	Grade 7 Teacher
		88	Grade 8 Teacher
900	Total High School Teachers	02	High School Teacher
		89	Grade 9-12 Teacher
		91	Chapter 1 Teacher (Sec)
980	High School - Vocational Ed.	60	Vocational Teacher
		61	Vocational Teacher (TSC)
999	High School - Other Teacher	99	Unknown

State of Tennessee
Position Code to Tennessee Position Crosswalk
(Continued)

The High School grouping (900 series above) are then split into the categories shown below using the assignment data from the preliminary report. Please refer to Appendix B for a description of the processing steps used.

Code	Position Description
905	High School - Business
915	High School - Language Arts
930	High School - Social Studies
940	High School - Foreign Languages
960	High School - Mathematics
970	High School - Science